



FOBTOB

Bulletin

Monthly Newsletter

March 2024 • Issue No. 21

FOBTOB WOMEN'S WING CELEBRATES INTERNATIONAL WOMEN'S DAY WITH A CALL TO "INSPIRE INCLUSION"

On March 8th, 2024, FOBTOB Women's Wing identified with the rest of the world in celebrating International Women's Day with various activities at the enterprise level. The theme for this year's event was "Inspire Inclusion," which aimed to promote a more equitable and just society for Women.

FOBTOB Women's Wing also joined the TUC Women Commission to celebrate International Women's Day in grand style in Abuja on March 8th, 2024. This joint celebration was an opportunity for women from different organizations to come together and renew their commitment to promoting gender equality and inclusion in the workplace, communities, and the nation at large

The Executive Secretary, Comrade Solomon Adebosin, in his presentation to the FOBTOB Women, said that the 2024 International Women's Day is a reminder for everyone to work towards creating a world that is more inclusive for women. He highlighted the barriers against women in various industries, including bias, discrimination, unequal pay, and a lack of opportunities. He urged all workers, regardless the gender, to work together to ensure that women can fully participate and thrive in the workforce.

He also hinted that FOBTOB has made tremendous efforts to promote inclusivity and that is why FOBTOB introduced a set of policies to promote women's representation in leadership and decision-making roles during the Special Delegates Conference in August 2023. The policies were designed to facilitate capacity-building and mentorship programs aimed at empowering women to take up leadership positions. The Conference emphasized the need to support and celebrate women's achievements in leadership roles. These policies aimed to foster a culture of inclusivity and diversity in the workplace, which is essential for driving progress and innovation.

In concluding his presentation, Comrade Solomon urged everyone to take action towards inspiring

inclusion in the workforce, communities, and the nation by challenging biases and stereotypes to create a more inclusive culture that values and respects everyone.

Mrs Remi Ihejirika, the esteemed Project Manager of the Friedrich Ebert Stiftung and a great partner in capacity building for members, in her Women's Day presentation also emphasized the significance of investing in women to expedite progress. She called for policies and practices that aid women in overcoming poverty, including access to loans and credit, mental health, and overall well-being.

FOBTOB Women's Wing used the occasion of this year's International Women's Day to renew its commitment to creating a more inclusive and equitable workforce that provides equal opportunities for everyone in various organisations and the Country.

Overall, the 2024 International Women's Day marked a step towards fostering a more equitable and inclusive society for Women, and FOBTOB Women's Wing hopes to continue its efforts towards achieving this goal in the future.

PICTURE SPEAKS



IWD Celebration @ Nigerian Bottling Company



IWD Celebration @ Dufil Prima Foods



IWD Celebration Seven-Up Bottling Company (SBC)





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Champion Breweries P Uyo

FOBTOB FAMILY WELCOME THE NBC NEW MANAGING DIRECTOR TO THE FOOD, BEVERAGE, AND TOBACCO SECTOR.

The Nigerian Bottling Company Limited Branch introduced its new Managing Director and Country General Manager, Mr. Goran Sladic. The announcement was made at the official courtesy visit to the National Secretariat of the Food, Beverage and Tobacco Senior Staff Association (FOBTOB) on Tuesday, March 12th, 2024.

The Branch expressed confidence in Mr. Sladic's extensive experience and expertise, which they believe will bring great value to the role. Mr. Sladic began his career at Coca-Cola HBC Croatia in 2003 and progressed through the company, gaining extensive experience across its 24/7 portfolio, including premium spirits. In 2017, he was appointed Sales Director in Nigeria and became General Manager for Pivara Skopje, a joint venture between NBC and Heineken in North Macedonia. Under his leadership, Pivara Skopje achieved consistent growth, strengthened its market leadership, and achieved high-value shares across all

categories. Mr. Sladic also initiated the distribution of premium spirits through a partnership with Edrington and Campari. Pivara Skopje was named the 2022 Grand North Macedonia for Best Employer brand, and 50% of the company's managers are female, a testament to Mr Sladic's people and diversity focus.

The appointment of Mr. Sladic is seen as a strategic move for NBC as it seeks to strengthen and expand its position in the Nigerian market. With his experience and proven track record of success, Mr. Sladic is expected to lead NBC to new heights of success and growth in the coming years.

During the visit, mutually beneficial discussions on the state of the economy as it affects the Food, Beverage, and Tobacco Industries were held with the Managing Director. The Association appreciated Mr. Sladic for identifying with the Association as a social partner while looking forward to better collaborations. Towards the end of the meeting, he was decorated as an honorary member of FOBTOB with a plaque and lapel pin.



Comrade Jimoh & Mr Goran share pleasantries.



Comrade Jimoh decorates Mr Goran with FOBTOB's Lapel Pin.



Comrades and Management Reps.



Mr Goran received a Recognition Award from the National President.



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NORTHERN ZONE MEETING

The first Northern Zone meeting for the year 2024 was held on 9th, March 2024 and hosted by Dangote Sugar Refinery Adamawa State.



A picture of the participants

urged members to work together to maintain unity after the 15th Delegates' Conference, coming up in May, and stated that "We will go as one and return as one".



Comrade Jimoh Oyibo during his address



The CWC Members and LaCasera Management

EASTERN ZONE MEETING

The first Eastern Zone meeting for the year was held on Saturday 16th, March 2024 at the TUC State Secretariat, Port Harcourt, Rivers State.



Cross section of members at the meeting

FOBTOB Honours Former NEC Members at the Western Zone Meeting

During the Western Zone Meeting of the Association, held on March 23rd 2024, Awards were presented to Branch Chairpersons who had completed their tenure. This was in recognition of their hard work and dedication towards achieving the union's goals. The awardees included Comrade Ogundiran Akeem from Aava Brand Manufacturing Limited Branch, Comrade Segun Kolawole from Oriental Foods Limited Branch, Comrade Ajewole Olorunyomi from Perfetti Van Melle Nigeria Limited Branch, Comrade Harold Appolo from The Lacasera Company Plc Branch, and Comrade Taiwo Towoju from Seven-Up Bottling Company Limited Branch.



Award presentation to Comrade Taiwo Towoju (SBC Branch)



Award presented to Comrade Gbenga Ogundiran (Aava Brand Branch)



Award Presented to Comrade Harold Appolo (Lacasera Branch)

WESTERN ZONE MEETING AT THE LACASERA COMPANY PLC

The first Western Zone meeting for 2024 was hosted by The Lacasera Company Plc on 23rd, March 2024. The meeting was held at Rock View Hotel. Festac, Lagos.

HIGHLIGHTS OF THE PRESENTATIONS AT THE ZONAL MEETINGS



During the meetings held across the three zones at different locations, Comrade Solomon Adebosin gave a presentation which he themed "Think FOBTOB". He focussed on the upcoming National Delegates' Conference. He said it is no longer news that some members have expressed interest in running for elections into different offices in the Central Working Committee

and campaigns have started in earnest. Comrade Adebosin stressed the importance of a constructive approach, collaboration, and unity within the Association. He warned against smear campaigns and character assassination, which could lead to disunity. He



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TUC NIGERIA EMPOWERS WOMEN LEADERS WITH THREE-DAY TRAINING PROGRAMME

The Trade Union Congress of Nigeria (TUC), Women's Commission successfully organised a three-day training programme, "**Developing Highly Effective Women Leaders in Trade Unionism**" at the prestigious Lagos Business School on Lekki-Epe Expressway, Lagos, from 26th to 28th March 2024. The Workshop which was attended by four (4) members of FOBTOB Women's Wing and other TUC-affiliated Associations, aimed to empower women in trade unionism and develop their leadership skills to become highly effective leaders.

The program was a monumental success, with participants hailing TUC's initiative and efforts in promoting gender equality and empowering women. TUC has always been at the forefront of championing women's rights, and this program was another significant step in that direction.



and have access to the same benefits and protections. This is an important step towards creating a more equal and just industry, where all workers are valued and respected.

FOBTOB, AFBTE, and NUFBTE are committed to working together to ensure that these guidelines are implemented across the industry and all employees are treated with the respect and dignity they deserve. They will continue to work together to improve working conditions and create a better future for workers in the Food, Beverage, and Tobacco Industries.



A group picture of the participants

TRIPARTITE RETREAT

On 14th March 2024, the Association of Food, Beverage, and Tobacco Employers (AFBTE), the National Union of Food, Beverage & Tobacco Employees (NUFBTE), and FOBTOB held a meeting to discuss the Guidelines on Labour Administration of Third-party Employees in the Food, Beverage, and Tobacco Industry.

The meeting was attended by representatives from all three (3) organisations, and they discussed the importance of ensuring fair and safe working conditions for all employees in the industry. They also discussed on the modality for implementing the guidelines on the administration of third-party employees, who are often employed by contractors or temporary agencies.

The guidelines discussed at the meeting will be crucial in ensuring that all employees in the Food, Beverage, and Tobacco Industries are treated fairly

UPCOMING EVENT

INTERNATIONAL WORKERS' DAY (MAY DAY) 1ST MAY, 2024

