

**The Employment and Immigration Practice Team of The Law Crest LLP led by our Partner, Ose Okpeku, facilitated a training session on “Decent Work Agenda” for the Senior Staff Cadre of Michelin Tyres Services Company Limited**

The Employment and Immigration Practice Team of The Law Crest LLP led by our Partner, Ose Okpeku, facilitated a training session on “Decent Work Agenda” (“DWA”) for the senior staff cadre of Michelin Tyres Services Company Limited. The training covered a wide range of legal issues associated with the International Labour Organization’s (“ILO”) Decent Work Agenda and how social dialogue is an effective tool for any organization that intends to keep up with the DWA. More specifically, the training explored how the four strategic pillars of the DWA viz (i) fundamental principles of rights at work, (ii) employment and enterprise creation, (iii) social policy/protection and (iv) social dialogue must be the bedrock of employment relationships starting with the requirements stated in job adverts, the recruitment process, onboarding, day-to-day management and termination of employment.

The training also explored how Nigerian labour law jurisprudence as it relates to DWA is finally moving from some of the strict common law rules which are considered to be inhumane to the more humane and DWA compliant practices. This has been made possible by the constitutional amendments in 2010 which empowers the National Industrial Court of Nigeria (“NICN”) to advance the frontiers of DWA in Nigeria the practicality of which can be seen in some landscape changing decisions of the Court.

With respect to social dialogue, emphasis was made on the fact that the world of work is set to change as one of the consequences of the ongoing global pandemic and employers of labour must look to socially engage the labour force if the best results are to be achieved.

The training also included a question and answer session during which answers were provided to some knotty issues associated with employment relationship.