

A TWO-DAY STRATEGY WORKSHOP FOR MANPOWER OUTSOURCING COMPANIES IN NIGERIA

WORKSHOP SNIPPETS

Manpower Outsourcing (Labour Providing Services) as an employment model has been accepted as a global best practice by the International Labour Organization (ILO). As a contemporary employment model, it has served the following purposes:

- Employment security for employees who were regarded as temps will now know who their direct employer is.
- Unnecessary current and deferred compensation costs are transferred to Outsourcing companies for prudent management.
- Certain jobs that are not core to an organization are handed over to smaller Employers that have the specialty to perform those jobs.

In Nigeria however, the Manpower Outsourcing Organizations are not equipped with the skill sets needed for managing workers in an outsourcing environment, including unionized workplaces. This has led to the emergence of certain perception patterns, including the designation of labour-providing companies as glorified pay Masters.

The Purpose of this workshop therefore, is to equip these Manpower Outsourcing Companies with the requisite skill sets to Manage the outsourced Labour force, including those in unionized workplaces.

BUSINESS BENEFITS

- At the end of the workshop, and with the Labour Providers equipped, the bigger organization will achieve its objective of cost-cutting and specialization initiative which are key objectives of Manpower outsourcing.
- The Bigger organization will avoid the risk-oriented Triangular Employment Relationship and Co-employer principle trap, including the litigation, and fines to be imposed by the Labour Courts in Nigeria.
- The reputational damage likely to ensue from an outsourcing work environment to both the bigger organization and the Labour Provider will be avoided.
- The Labour Provider will be equipped with the skill set for navigating and managing employees in an outsourcing and unionized work environment.

PROGRAM CONTENT

- LAWS REGULATING THE EMPLOYMENT RELATIONSHIP IN NIGERIA
- THE EMPLOYMENT CONTRACT AS A SPECIES OF THE LAW OF CONTRACT
- MANPOWER OUTSOURCING AS A CONTEMPORARY EMPLOYMENT MODEL
- UNDERSTANDING THE MINISTERIAL GUIDELINES ON LABOUR SUBCONTRACTING AND OUTSOURCING IN NIGERIA
- THE FUNDAMENTALS OF COLLECTIVE BARGAINING AND WAGE DETERMINATION
- STRATEGY AND TACTICS IN UNION-MANAGEMENT NEGOTIATIONS, AND THE NIGERIAN EXPERIENCE.

PROGRAM CONTENT DETAILS

LAWS REGULATING THE EMPLOYMENT RELATIONSHIP IN NIGERIA

Resource Person to discuss the following:

- Sources of the labor laws
- The Principal Labour Acts
- Highlights of the Trade Unions Amendment Act, 2005.
- Other Acts that relate to Labour matters
- The concept of quiet hiring, quiet firing, quiet quitting, loud quitting, grumpy stayers, Presentism, Resenteeism and their implications for workplace harmony.

THE EMPLOYMENT CONTRACT AS A SPECIES OF THE LAW OF CONTRACT

Resource Person to discuss the following:

- The employment contract
- The Formation of the Contract of Employment
- The Performance of the Contract of Employment
- The Termination of the Contract of Employment

MANPOWER OUTSOURCING AS A CONTEMPORARY EMPLOYMENT MODEL

Resource Person to discuss the following:

- The evolution of flexible work scheduling
- Global survey on Outsourcing

- Emergence of a Network of parties in Outsourcing
- Emergence of a network of Relationships in Outsourcing
- The Creation of perception patterns at the workplace (outsourcing)
- Aberrations of Flexible Work Scheduling in Nigeria
- Avoiding the Triangular Employment Relationship and Co-employer principle traps.
- Auditing requirements and expectations from Labour Providing Companies in Nigeria.

UNDERSTANDING THE MINISTERIAL GUIDELINES ON LABOUR SUBCONTRACTING AND OUTSOURCING IN NIGERIA

Resource Person to discuss the following:

- Part I – Differences between permanent and fixed-contract jobs.
- Part II – Migration from Contract to permanent employment.
- Part III – Unionization
- Part IV – Collective Bargaining
- Part V – Dispute Resolution
- Part VI – Job Security and Capacity Building for Contract Staff

THE FUNDAMENTALS OF COLLECTIVE BARGAINING AND WAGE DETERMINATION

Resource Person to discuss the following:

- The Structure of the Unions in Nigeria
- The Collective Bargaining Machinery
- The Negotiation Process
- Awaiting Union Proposal
- The Negotiation Proper
- Agreement Reached
- Enforceability Status of Collective Agreements

STRATEGY AND TACTICS IN UNION-MANAGEMENT NEGOTIATIONS, AND THE NIGERIAN EXPERIENCE.

Resource Person to discuss the following:

- The Structure of Negotiations in Nigeria
- Some Presuppositions at the Negotiation Table
- Preparing for Negotiations
- Negotiation Strategy and Tactics
- Role play in the psychology of Negotiations
- Interest-Based Negotiation
- Application of the African trade-marriage model.