

## Rights of Workers Covered by the Labour Act

Workers covered by the Labour Act (generally, manual and clerical workers) are entitled to these protections:

- **Contract:** Your employer must give you a written contract after 3 months of employment and cannot terminate your contract without notice or salary in lieu of notice.
- **Overtime:** Your employer must pay overtime (usually 1.5 times your salary) for any work beyond your agreed upon working hours.
- **Vacation Leave:** You are entitled to 6 days of paid annual leave after 12 months of continuous work increasing 1 day for every month of service, up to 12 days per year.
- **Sick Leave:** You are entitled to 12 sick days per year if certified by a registered medical practitioner.
- **Maternity Leave:** All female workers (including those in positions other than manual and clerical) are entitled to at least 12 weeks of paid maternity leave and protection from dismissal.

## Rights of Workers of Larger Employers

- Employers with 25 or more employees must provide full-time workers a minimum wage of at least N30,000.00 per month.
- Employers with 15 or more employees must contribute to employee pension plans.
- Employers with 5 or more employees must provide employee health insurance.

## Rights of All Workers

Under Nigerian law, you have the right to:

- Join or form a trade union.
- Receive equal pay for equal work and be free from discrimination in the workplace regardless of your sex, marital status, ethnic origin, health (including HIV status), pregnancy, disability, or other status.
- Receive compensation for work-related injuries.

You also have rights under international and regional human rights laws and international labour laws. Some of these rights are:

- Freedom to join and freely participate in a trade union.
- Freedom from discrimination in the workplace on any basis.
- A fair opportunity to gain employment.
- Fair and reasonable treatment by your employer, including the right to a salary that allows you and your family to live with dignity.
- Rest, leisure, reasonable limitation of working hours, periodic holidays with pay, and remuneration for public holidays.
- Freedom from forced or coerced labour.
- A safe workplace.





## Claim Your Rights

Below are options to hold your employer accountable for labour and human rights violations. Pro bono legal assistance may be available.

### National Mechanisms:

- Submit a complaint to the Public Complaints Commission using this online form: <https://pcc.org.ng>.
- Submit a complaint to the National Human Rights Commission using this online form: <https://nhrc.gov.ng/index.php/complaint-form>.
- Bring a claim before the National Industrial Court. Court forms can be found at <https://nicn.gov.ng/nicn-forms>.

### Regional Mechanisms:

- Submit a complaint to the African Court on Human and Peoples Rights following the format available at <https://achpr.au.int/en/guidelines-submitting-complaints>.
- Submit a complaint to the ECOWAS Community Court of Justice following the format available at <https://co-guide.info/mechanism/ecowas-community-court-justice>.

### International Mechanisms:

- Submit a complaint to a human rights treaty monitoring committee. You must first exhaust domestic remedies. The specific requirements for lodging a complaint differ slightly for each treaty. Further information may be found at: <https://www.ohchr.org/en/treaty-bodies/individual-communications>.

### Workers' Rights Framework

- A patchwork of national, regional, and international laws protect workers' rights in Nigeria.
- Some national laws apply to all workers, while others apply only to formal employees who work for large employers or in certain sectors.
- International and regional human rights laws and international labour laws do not distinguish between formal and informal workers or large and small employers. Nigeria has adopted many human rights laws related to workers' rights. These laws offer greater protection than national laws. We should learn about and claim these rights by demanding that the government and employers respect them.



### Other Strategies to Safeguard Your Rights

- Ask your employer for a contract if you do not have one and clarify whether your employer classifies you as a formal employee or contract worker. If the classification does not match the realities of your position, ask your employer to explain in writing the basis of the classification. Seek pro bono legal help to request an upgrade if necessary.
- Explore options to join or form a trade union.
- Share your concerns about labour and human right violations with your employer's corporate social responsibility officer or other company leader.
- Engage in dialogue with local, state, and federal government leaders to let them know about any labour and human rights abuses occurring at your workplace or in your community.
- Organize peaceful demonstrations or rallies to bring attention to your labour and human rights concerns.
- Reach out to sympathetic journalists to bring media attention to labour and human rights concerns.

#### For Additional Information or Assistance

Contact Children and Young People  
Living for Peace: 234 803 646 4525  
Contact International Society for Peace  
and Safety: 234 903 215 4426