



WE SHALL DEFEND OUR RIGHTS TO DECENT WORK AND HUMAN DIGNITY

PREAMBLE

We are in a democracy and as citizens; we have fundamental Rights to Life and Freedom of Association. Chapter Two of the Constitution of the Federal Republic of Nigeria on the fundamental objectives and directive principles of State Policy guarantees that the state social order is founded on the ideals of freedom, equality and justice and that conditions of work are just and humane among others.

Our rights as workers are also guaranteed by provisions of the Labour Act 1990 and the International Labour Organisation (ILO) Conventions, particularly Conventions 87 and 98 on the Rights to Freedom of Association and Collective Bargaining. But Governor EL-RUFAl of Kaduna State continues to run the affairs of the State and treat workers and the trade unions as if he were a Law unto himself.

OUR RESOLVE

As Workers and Citizens, we have resolved to defend our rights and put an end to the dictatorship of EL-RUFAl and his gross violations of Workers' Rights in Kaduna State.

Our action is necessitated by a catalogue of serial assault on Workers and Pensioners rights and in particular the recent wave of mass sack without recourse to labour laws or current socio-economic realities.

INTIMIDATION AND HARASSMENT OF WORKERS TO CONTRACT OUT OF THE UNION

The State government is desperately circulating forms through Kaduna State SUPEB putting pressure on workers to contract out of the union and cooperative in gross violation of the rights of the Teachers. Section 40 of the Nigeria Constitution and sections 9 (a) and 9 (b) of the Trade Union Act guarantees the right to freedom of association and union membership. ILO Conventions 87 and 98 on the right to freedom of association and collective bargaining further guarantees this right. It is therefore absolutely lawless for El-Rufai to intimidate workers to contract out of the union.

WORKFORCE REDUCTION IN GROSS VIOLATION OF WORKERS AND EXTANT PROVISIONS OF LABOUR LAWS

Section 20 of the Labour Act sets the conditions for redundancy and these include the principle of last in, first out and more importantly consultation with trade unions. The law states clearly that the Employer is under an obligation to inform the trade unions or workers representatives of the

reasons and the extent of the anticipated redundancy. But Governor El-Rufai is a law unto himself in all matters of state. This arrogance and lawlessness must stop.

REFUSAL TO REMIT STATUTORY CHECK OFF DUES TO TRADE UNIONS

In clear violations of the provisions of section 17 of the Trade Union Act, the Kaduna State Government has refused to remit the statutory Check off dues legitimately deducted from workers to the relevant trade unions in accordance with the law. For instance, the Medical and Health Workers Union is yet to be paid deductions for four months now. The Nigeria Union of Teachers is also owed arrears of check off dues and cooperative deductions. This action aimed at suffocating the unions is unconstitutional and violates the provisions of the Nigerian Labour laws and ILO conventions 87 and 98 on the rights to freedom of association and collective bargaining.

UNLAWFUL REVERSAL OF MINIMUM WAGE FOR LOCAL GOVERNMENT EMPLOYEES

Contrary to minimum wage Act signed into law in April 2019, Kaduna State Government under the notorious leadership of El-Rufai unilaterally reversed the minimum wage to N18,000 for all Local Government Employees. This is unlawful and completely unacceptable.

UNFAIR TREATMENT OF PENSIONERS

Before Governor El-Rufai assumed office in 2015, the State had a seamless and effective verification modality labeled 'I am alive'. But few months ago, El-Rufai introduced a hellish modality requiring Pensioners to come personally with two family members for verification. This strategy has brought untold hardship and pain as Pensioners remain unpaid for upward of 4 months. This act of wickedness has traumatized senior citizens who are being punished for serving the state. These pensioners are dying in droves from hunger and neglect.

CONCLUSION

With these array of violations of the rights of workers and the brutal commercialisation of governance in Kaduna State coupled with serial assault on all segments of society, particularly the poor artisans and Informal workers, it is time to join forces to reclaim our dignity and rights to decent work.

Aluta Continua, Victoria ascerta!



EL-RUFAI'S SCORE CARD ON LABOUR MATTERS

- 21,770 KADUNA STATE PRIMARY SCHOOL TEACHERS SACKED SINCE 2017
- OVER 30,000 WORKERS DISENGAGED THROUGH COMPETENCY TEST AND THOUSANDS OF THEM YET TO RECEIVE BENEFITS
- 7,310 LOCAL GOVERNMENT EMPLOYEES SACKED
- 3,000 CIVIL SERVANTS SACKED
- 1,700 PRIMARY HEALTH CARE BOARD WORKERS SACKED
- 20,000 WORKERS YET TO BE PAID APRIL SALARY
- OVER 11,000 CIVIL SERVANTS CURRENTLY PENCILLED FOR DISENGAGEMENT AND CONVERSION TO CASUAL AND CONTRACT WORKERS
- PROLONGED AND TORTUOUS VERIFICATION OF PENSIONERS AND NON PAYMENT OF PENSIONS FOR OVER FOUR MONTHS
- INTIMIDATION AND HARRASSMENT OF WORKERS TO CONTRACT OUT OF THE UNION
- NON-REMITTANCE OF STATUTORY CHECK OFF DUES TO TRADE UNIONS
- WORKFORCE REDUCTION IN GROSS VIOLATION OF WORKERS AND EXTANT PROVISIONS OF LABOUR LAWS
- UNLAWFUL REVERSAL OF MINIMUM WAGE FOR LOCAL GOVERNMENT EMPLOYEES
- WITHHOLDING NIGERIA UNION OF TEACHERS (NUT) ENDWELL CONTRIBUTION SINCE DECEMBER TO DATE
- NON IMPLEMENTATION OF PROMOTIONS
- NON ISSUANCE OF PERMANENT AND PENSIONABLE APPOINTMENTS TO NEWLY RECRUITED TEACHERS
- PAYMENT OF GRADE LEVEL 8 STAFF WITH GRADE LEVEL 7 SALARY

RESOLVE

WE HAVE RESOLVED TO PUT AN END TO THESE GROSS VIOLATIONS OF WORKERS AND TRADE UNION RIGHTS!

ENOUGH IS ENOUGH!