



HIS EXCELLENCY
BOLA AHMED TINUBU CCFR
PRESIDENT, COMMANDER-IN-CHIEF OF THE ARMED FORCES
FEDERAL REPUBLIC OF NIGERIA.



His Excellency
Engr. Abba Kabir Yusuf
Executive Governor of Kano State



Comrade Joe Ajaero
President
Nigeria Labour Congress



Comrade Benjamin Anto Uyanto, mni
National President AUPCTRE



COM. ALIYU MOHAMMED PhD
General Secretary AUPCTRE

OPENING SESSION

DATE: 23rd September 2026.

VENUE: Amani Events Centre, Kano, Kano State.

TIME: **ACTIVITIES:**

8.30 a.m. All delegates/members to be seated.

8.50 a.m. Arrival of invited Labour Leaders, Civil Society Organizations.
and International Allies.

9.00 a.m. Arrival of Head of Service, Kano State.

9.05 a.m. Arrival of NLC President.

9:10 a.m. Arrival of Head of the Civil Service of the Federation.

9.15 a.m. Arrival of the Honourable Minister of Labour & Employment.

9.30 a.m. Arrival of His Excellency, Executive Governor of Kano State.

9.35 a.m. National Anthem.

- Prayers.
- Solidarity Song.
- Welcome Address by the Chairperson, AUPCTRE, Kano State Council.
- Welcome Address by the National President – AUPCTRE.
- Address by the Head of Civil Service of the Federation.
- Address by the Hon. Minister of Labour & Employment.
- Address by the President of Nigeria Labour Congress (NLC).
- Presentation of Fraternal Messages: -

- ❖ Public Services International (PSI).
 - ❖ Public Service Workers Union (PSWU) Ghana.
 - ❖ Other Union Leaders.
 - ❖ Representative of AUPCTRE Veterans.
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- Setting the direction of the NDC by the General Secretary
 - Keynote Address and declaring the NDC open by the Executive Governor of Kano State
 - Vote of Thanks
 - Victory Song

Break! Break!! Break!!!

NATIONAL ANTHEM

Nigeria we hail thee,
Our own dear native land,
Though tribe and tongue may differ,
In brotherhood, we stand,
Nigerians all, and proud to serve,
Our sovereign Motherland.

Our flag shall be a symbol
That truth and justice reign,
In peace or battle honour'd,
And this we count as gain,
To hand on to our children
A banner without stain.

O God of all creation,
Grant this our one request,
Help us to build a nation
Where no man is oppressed,
And so with peace and plenty
Nigeria may be blessed.

SOLIDARITY SONG

CHORUS:

Solidarity forever!

Solidarity forever!

Solidarity forever!

For the Union makes us strong.

When the Union's inspiration through the workers' blood shall run,
There can be no power greater anywhere beneath the sun.
Yet what force on earth is weaker than the feeble strength of one?
But the Union makes us strong.

CHORUS:

Solidarity forever!

Solidarity forever!

Solidarity forever!

For the Union makes us strong.

They have taken untold millions that they never toiled to earn,
But without our brain and muscle not a single wheel can turn.
We can break their haughty power; gain our freedom when we learn
That the Union makes us strong.

CHORUS:

Solidarity forever!

Solidarity forever!

Solidarity forever!

For the Union makes us strong.

In our hands is placed a power greater than their hoarded gold;
Greater than the might of armies, magnified a thousand-fold.
We can bring to birth a new world from the ashes of the old.
For the Union makes us strong.

**WELCOME ADDRESS BY COMRADE RABIU ABDULRAHMAN
CHAIRPERSON, KANO STATE COUNCIL.**

The Honorable Minister of Labour and Employment, Muhammadu Maigari Dingyadi,

His Excellency, Engr. Abba Kabir Yusuf, Executive Governor of Kano State,

His Excellency, Dr. Alex Otti, OFR, Executive Governor, of Abia State,

His Excellency, Pastor Umo Eni, Executive Governor of Akwa-Ibom State,

His Excellency, Sen. Bala A. Mohammed, CON, Executive Governor of Bauchi State,

His Excellency, Senator Prince Bassey Edet Out, Executive Governor of Cross River State

His Excellency, Comrade Dr. Nasir Idris, Executive Governor of Kebbi State,

His Excellency, Babajide Olusola Sanwo-Olu, Executive Governor of Lagos State,

His Excellency, Engr. Abdullahi A. Sule, Executive Governor of Nasarawa State,

The Head of Civil Service of the Federation,

The Managing Director of Niger Delta Development Commission (NDDC), Dr. Samuel Ogbuku,

Our distinguished Veterans

The National President of NLC, Comrade Joe Ajero,

The National President of AUPCTRE, Comrade Benjamin Uyanto Anto, mni,

Members of the National Governing Council of AUPCTRE,

Delegates,

Invited Guests,

Fellow Comrades,

Gentlemen of the press,

Ladies and Gentlemen.

It is with great pleasure, honour, and a deep sense of responsibility that I warmly welcome you all to Kano State, the historic commercial nerve of Northern Nigeria, on the auspicious occasion of the 7th Quadrennial National Delegates Conference of the **Amalgamated Union of Public Corporations, Civil Service Technical and Recreational Services Employees (AUPCTRE)** holding today 23rd and 24th September, 2026.

On behalf of the Kano State Governing Council of our great Union, I extend our heartfelt appreciation to the National Leadership for finding Kano worthy to host this important gathering. We do not take this privilege lightly, and we assure you all that every necessary arrangement has been made to ensure your comfortable, productive, and memorable stay.

This Conference comes at a critical time in the life of our Union and indeed the Nation. As workers continue to grapple with the realities of economic hardship, inflation, and evolving workplace dynamics, the role of **AUPCTRE** as a strong voice for the protection and advancement of workers' rights has never been more vital. This gathering therefore, presents us with a unique opportunity to deliberate, reflect, and chart a progressive course for the future of our Union and the Country at large.

AUPCTRE and the organized labour in Kano State have enjoyed cordial working relationship with the Government of Kano State under the leadership of **His Excellency, The Executive Governor of Kano State, Alhaji Comrade Engr. Abba Kabir Yusuf**. We commend Mr. Governor for the series of developmental projects his government has embarked on and executed in some cases. In the same vein, we thank the Head of Civil Service for the maximum cooperation and understanding he has accorded the organized labour in the State.

Distinguished Comrades, it is important to recognize and appreciate the unique relationship that exists between AUPCTRE and the Government of Kano State. His Excellency, the Executive Governor of Kano State is not a stranger to our struggle and aspirations as workers. He once served as a Branch Secretary of the then Civil Service Technical Workers Union before the Sokoto merger in 1996. This background clearly reflects his deep understanding of the plight, expectations, and dignity of labour and it continues to guide his approach to governance.

We wish to sincerely commend His Excellency for the remarkable strides recorded in promoting workers' welfare in Kano State. Notably, the prompt and regular payment of salaries has restored confidence among workers. The provision of car loans has eased transportation challenges, while the commitment to training and retraining of workers has enhanced capacity and efficiency in the Public Service. Furthermore, the consistent conduct of annual promotions, the rebuilding of dilapidated office structures and the payment of gratuities to retired workers stand as clear testimonies of a government that prioritizes the well-being of its workforce.

While we acknowledge these laudable achievements, we humbly appeal for further intervention in some critical areas affecting our members. There is an urgent need to equip technical workers with modern tools and equipment to enable them perform optimally and meet contemporary standards in service delivery. Without adequate equipment, the productivity and safety of our members remain constrained.

In the same vein, we call on the Kano State Government to address the manpower deficit in the technical cadre arising from the retirement of experienced personnel. The recruitment of qualified technical workers is essential to bridge this gap and sustain the efficiency of public institutions.

Additionally, we appeal for the consideration and conversion of contract/casual workers to permanent staff. This will not only enhance Job security and improve morale, but will also deepen commitment and strengthen the overall workforce in the State.

Kano State, known for its rich cultural heritage and hospitality, is proud to host Comrades from all corners of the Country. Beyond the business of this conference, we encourage you to experience the warmth of our people and the vibrancy of our environment.

Distinguished Delegates, I urge us all to approach the deliberation with unity, open-mindedness, and collective commitment to strengthening our great Union. Let us engage constructively, make decisions that will uplift our members, and reinforce the ideals of solidarity, equity, and justice upon which **AUPCTRE** stands.

As your host, we remain fully committed to ensuring that this Conference achieves its objective in an atmosphere of peace, mutual respect, and comradeship.

Once again, I welcome you all to Kano State and wish you fruitful deliberations and successful Conference.

Long Live AUPCTRE

Long Live Nigeria Labour Congress

Long Live Kano State

Long Live Federal Republic of Nigeria

WELCOME ADDRESS PRESENTED BY: COMRADE BENJAMIN ANTO UYANTO, *nni*, NATIONAL PRESIDENT AUPCTRE.

PROTOCOL

It is with profound gratitude to Almighty God and a deep sense of responsibility that I welcome you all to this historic 7th Quadrennial National Delegates Conference of our great Union AUPCTRE, holding here in the great city of Kano.

This conference, with the theme “**Defending Workers’ Rights and Advancing Public Sector Reforms in a Challenging Economy**”, is both timely and necessary. It reflects the realities confronting Nigerian workers and underscores our collective duty to respond with courage, unity and strategic clarity.

Let me begin by expressing our sincere appreciation to the Executive Governor of Kano State, His Excellency, Comrade (Engr.) Abba Kabir Yusuf and the good people of Kano State for hosting this important gathering. We acknowledge the support extended to our Union in ensuring the success of this Conference. Kano has once again demonstrated its historic reputation as a centre of hospitality, commerce and progressive engagement.

We particularly commend the strides made by the State Government in prioritizing workers welfare and strengthening public institutions. These efforts reinforce the role of government as a partner in development and not an adversary of labour.

THE STATE OF THE NATION

Comrades, our nation stands at a critical crossroad. Nigeria today is confronted with multifaceted challenges that continue to test the resilience of its citizens. While we acknowledge efforts at governance, it is evident that the expectations of the Nigerian people, especially workers are yet to be fully met.

Democratic governments must go beyond elections, it must translate into improved living conditions, respect for the rule of law, and inclusive participation. Sadly, many Nigerians continue to grapple with hardship,

uncertainty, and a growing disconnect between policy pronouncement and live realities.

As a Union, we reaffirm our commitment to advocacy for transparency, accountability and policies that genuinely uplift the working class and the vulnerable.

THE STATE OF THE ECONOMY

The economic situation in the Country remains a major concern. Inflationary pressures, rising cost of living, currency instability, and declining purchasing power have combined to create severe hardship for workers and their families.

Despite recent adjustments in wages, the reality on ground shows that income levels are still grossly inadequate when compared to the soaring cost of food, transportation, housing, and basic services. Workers are being pushed to the brink, and the middle class is steadily eroding.

We therefore, call on government at all levels to:

- Implement sustainable economic policies that prioritize job creation
- Strengthen social protection mechanisms
- Ensure timely payment of wages, gratuities and pension

A strong nation cannot exist without a protected and empowered workforce.

INSECURITY IN NIGERIA

No meaningful discourse on national development can ignore the persistent challenges of insecurity in our Country. From insurgency to banditry and communal conflicts, these threats have disrupted livelihoods, displaced communities, and created uncertainty for workers across sectors.

We call on all levels of government to intensify efforts towards restoring peace and security. A stable nation is a prerequisite for economic growth, effective public service delivery, and the protection of workers' rights.

2027 GENERAL ELECTION

As we approach the 2027 general elections, AUPCTRE urges all political actors and citizens to prioritize national interest above personal ambition. Elections must be conducted in a free, fair, and transparent manner.

We call on our members to remain vigilant, participate responsibly in the democratic process, and support leaders who demonstrate genuine commitment to workers welfare, accountability, and national development.

THE STATE OF AUPCTRE

Comrades, despite the challenges in the external environment, our great Union remains strong, resilient, and progressive.

AUPCTRE has continued to:

- Defend the rights and welfare of workers across the public and private sectors
- Engage constructively with government and employers
- Strengthen internal democracy and institutional structures
- Expand membership and deepen Union consciousness

However, we must also acknowledge areas requiring improvement. The changing nature of work, economic pressures, and evolving labour dynamics demand that we reposition ourselves strategically.

Going forward, our priorities must include:

- Strengthening organizing efforts, especially in emerging sectors
- Enhancing capacity building for our members and leaders
- Improving financial sustainability and accountability
- Deepening solidarity at national and international levels.

The strength of AUPCTRE lies in its unity, discipline, and unwavering commitment to the welfare of its members.

INTERNATIONAL LABOUR SOLIDARITY

Comrades, our struggle does not exist in isolation. Across the world, workers are confronted with similar challenges – economic instability, erosion of labor rights, and the growing pressures of globalization.

We reaffirm our commitment to international labour solidarity. Our affiliation with global labour movements such as Public Services International (PSI), Public Service Workers Union (PSWU) Ghana, Organization of Trade Union of West Africa (OTUWA) continues to strengthen our advocacy, amplify our voice, and align our struggle with universal principles of fairness, dignity, and social justice. An injury to one remains an injury to all.

GRATUITY AND ALLOWANCES

We acknowledge recent steps taken by the Federal Government in restoring gratuity and improvement of other allowances for workers. While this is commendable, we emphasize that implementation must be timely, transparent, and comprehensive.

Workers who have dedicated their lives to Public Service deserve dignity in retirement. Anything short of this undermines the very foundation of justice and equity.

RELATIONSHIP WITH NIGERIA LABOUR CONGRESS (NLC) AND NATIONAL JOINT PUBLIC SERVICE NEGOTIATING COUNCIL (NJPSNC)

Our Union has continued to play pivotal role within the broader labour movement. Our relationship with the Nigeria Labour Congress (NLC) where I am serving as Vice President remains strong and mutually beneficial.

I am particularly honoured to have served as Chairman of the National Joint Public Service Negotiating Council (NJPSNC) for four years. During this period, we worked tirelessly to harmonize interests, strengthen collective bargaining, and ensure that workers voice was heard at the highest levels of policy engagement.

REFLECTION ON NINE (9) YEARS OF LEADERSHIP (2017-2026)

As I reflect on the past Nine (9) years of my stewardship as National President, I do so with humility and gratitude. Together, we have:

- Strengthened the institutional capacity of the Union
- Expanded membership and improved financial stability
- Defended workers' rights through strategic engagement and advocacy
- Enhanced our visibility and influence within national and international labour platforms.

These achievements were not mine alone, they were the product of collective sacrifice, commitment, and unwavering belief in the ideals of our Union.

INDUSTRIAL PEACE AND LABOUR RELATIONS

Throughout our tenure, we remained committed to promoting industrial peace through dialogue, negotiations, and constructive engagements. We firmly believe that sustainable labour relations are built on mutual respect, trust, and a willingness to find common ground.

While we never hesitated to defend workers when necessary, we also recognized the value of collaboration in achieving long-term goals.

ADVICE TO THE INCOMING LEADERSHIP

To the incoming leadership of AUPCTRE, I offer this sincere counsel:

- Uphold the unity and integrity of the Union above all
- Remain accessible and accountable to the membership
- Engage proactively and constructively with government and stakeholders
- Be firm in defending workers, but wise in negotiation
- Embrace innovation and adapt to emerging challenges

Leadership is a trust, and history will judge you by how well you protect and advance that trust.

CONDOLENCES

At this moment, we pause to honour and remember our departed comrades who contributed immensely to the growth and strength of this Union. Their sacrifices and dedication will never be forgotten. These includes, but not limited to:

1. Com. ICC Ottah - NEC member
2. Comrade Ismene Oboh - Former Staff
3. Comrade Umar Badamasi - Former Deputy National President
4. Comrade Daniel Umaru - Former Deputy General Secretary
5. Comrade D.R. Emina - Former Secretary Fed. Organ Lagos
6. Comrade Othman Danladi - Assist Sec. Welfare Taraba State Council
7. Comrade Idris Ohidozi Abdullahi- Former SEC member FCT Council
8. Comrade James Osman Odaudu- Former Vice President Central Zonal Council
9. Comrade Mustapha Garba - Former State Secretary Jigawa State Council
10. Comrade James Kalu Akoka - Former Office Assistant
11. Comrade Julie Mmapu - Former Staff, Abia State Council
12. Comrade Paul Waziri - Former Branch Sec., Adamawa State Debts Mgt.
13. Comrade Sunday Bitrus - Former Branch Chairperson, Relevant Technology Board
14. Comrade Fatima Ibrahim - Former Chairperson, SWC, Zamfara State Council
15. Comrade Luckytina E. Oguche- Former Secretary, SWC, Kaduna State Council
16. Comrade Samson Micah - Former Asst. State Sec. Finance, Adamawa State Council
17. Comrade Shayibu Hamza - Fomer Member, Gubi Dam Treatment Plant, Bauchi State
18. Comrade Ibrahim Musa - Fomer Member, Gubi Dam Treatment Plant, Bauchi State
19. Comrade Abdulmalik Yahaya - Fomer Member, Gubi Dam Treatment Plant, Bauchi State
20. Comrade Jamilu Inusa - Fomer Member, Gubi Dam Treatment Plant, Bauchi State
21. Comrade Chafari Luka - Former Chairperson, Adamawa State Council
22. Comrade Alh. M. Bukar - Former Chairperson, Yobe State Council

May we please rise up and observe a minute silence in honour of the deceased. We extend our heartfelt condolences to their families and loved ones. May their souls rest in perfect peace, and may their legacies continue to inspire us.

CONCLUSION

Distinguished delegates, this conference is not just a routine exercise. The decisions we take here will shape the future of our Union and influence the broader struggle for workers' rights in Nigeria.

Let us engage with open minds, guided by unity of purpose and shared commitment to progress.

Let us leave Kano with renewed determination to:

- Defend workers rights without compromise
- Hold leadership accountable at all levels
- Build a stronger and more responsive Union
- Contribute meaningfully to national development.

The challenges before us are great, but our resolve must be greater.

Long Live AUPCTRE!

Long Live Nigeria Labour Congress

Long Live Kano State

Long Live the Federal Republic of Nigeria!

Thank You.

SETTING THE DIRECTION OF THE 7TH QUADRENNIAL NATIONAL DELEGATES CONFERENCE (NDC) BY THE GENERAL SECRETARY, COMRADE ALIYU MOHAMMED.

PROTOCOL

Distinguished delegates, respected comrades in the struggle, guests, representatives of sister unions, international partners, ladies and gentlemen,

I bring warm fraternal greetings from the National Secretariat of our great union, AUPCTRE.

This 7th Quadrennial National Delegates Conference gives us another opportunity to look at the precarious working condition of Nigerian workers in all spheres and to strengthen our efforts for greater impact, unity, and justice.

This is a time for us to speak, listen, and reconnect with our union's main ideology, ethics, and values: improving workers lives and making our collective voice stronger.

2. THEME OF THE CONFERENCE

The theme of this Conference, ***"Defending Workers' Rights and Advancing Public Sector Reforms in a Challenging Economy."*** reflects what many workers face today. Workers' rights are often recognized in theory but not fully put into practice, especially now with the rising cost of living and limited resources in the Country.

It also highlights the urgent need to reform public institutions to serve both workers and our nation better.

3. WORKERS' WELFARE: OUR CORE MANDATE

At the core of our union's work is a simple truth: WORKERS MATTER! Their welfare is not just our duty; it is the reason AUPCTRE exists.

Many workers still face challenges beyond their jobs, as their Salaries often do not cover basic needs, and delay of payment make things worse. Even with poor

tools, unsafe working conditions, and unclear career paths, workers remained dedicated.

Behind every statistic is a real person; a parent supporting a family, a young professional planning for the future, or a retiree worried about their pension, these and many more calls for urgent improvement in workers welfare.

Workers across all levels of governments are faced with inadequate pay, delayed benefits, poor working tools and infrastructure, delayed or irregular promotion systems, rising living costs, and little social security. AUPCTRE is committed to defending the dignity, rights, and welfare of all workers.

4. SECTORAL LOOK OF WORKERS CONDITIONS

AUPCTRE as general union that operates in the public sector of the economy brings together workers from several government Ministries, Departments and Agencies(MDAs) who contribute immensely to national growth yet many still work under tough and unfair conditions.

(a) Water Sector Workers

Water is very essential to human life including agriculture, health, sanitation and industrial development but those who provide this all important commodity and services often work under harsh conditions ranging from obsolete equipment, unsafe environment, to little or no support. Worst still, their welfare packages are far too poor compared to the tasks they carry out.

(b) Sports Councils and Commissions

Sports workers help build national pride and support youths development, but they are often underfunded and not valued enough. Facilities are dilapidated, allowances are irregular, and they do not get enough support to do their best.

(c) NiMet and NOA

Workers at the Nigerian Meteorological Agency and National Orientation Agency are key to national planning, safety, and public awareness. But they have

limited resources and old systems. Their challenges are often overlooked, even though their work affects many.

(d) Corporate Affairs Commission (CAC)

As business grows, CAC workers face more demands but do not get more staff or better infrastructure. This lowers productivity and adds stress. They need better digital tools, more staff and continuous skills development.

(e) Standards Organization of Nigeria (SON)

SON workers protect consumers and keep quality standards, often risking their own safety. They do not have enough tools or hazard pay. Improving their welfare and allowances is key to good quality control across the country.

(f) Fire Service

Fire service workers risk their lives every day, but many do not have modern equipment or enough insurance. Those who protect others deserve real protection and support from the government.

(g) Financial Reporting Council (FRC)

These workers handle complex, technical jobs that need constant skill development. Without enough training and support, they face growing demands with little help from their employer.

We need to push for personnel development and better welfare packages that match professional responsibilities.

(h) Engineers and Technical Professionals

These professionals are key to building and developing our country, but their skills are often not valued enough in public service. Without recognition and the right tools, their abilities are not fully utilized.

(i) Other Professional Cadres

Our union also covers many professionals like administrative staff, ICT officers, inspectors, technicians, and support staff in federal and state institutions. They

keep systems running smoothly, but they face the same problems: few chances for career growth, poor welfare packages, and little or no recognition at all.

6. LABOUR RELATIONS AND INSTITUTIONAL ENGAGEMENT

As a union we strongly believe that real change comes from collaboration and synergy, without which, no meaningful development can be achieved. This is evident in our continued collaboration with bodies like the Nigeria Labour Congress (NLC) and the National Joint Public Service Negotiating Council (NJPSNC) to negotiate and speak up for workers, and also work directly with Ministries, Departments, and Agencies to improve the welfare of our members.

Comrades, let me emphasize that in this process, dialogue must lead to action, agreements must be respected, and commitments must be fulfilled.

Workers can easily lose trust when promises are repeatedly broken. Our goal remains clear: *peaceful but firm engagement that delivers real results for workers.*

7. INSECURITY IN NIGERIA

Insecurity is no longer a national issue alone, but a workplace challenge as well. Many workers, especially those in the frontline, continue to face real dangers while carrying out their duties, especially in the most vulnerable areas like the Internally Displaced Persons(IDPs) camps.

Imagine going to work each day, unsure of your safety. This is the reality for many workers. Addressing insecurity is not just about national stability; it is about protecting workers' lives and the dignity of all citizens.

We must advocate for integrating labour concerns into the national security policies of our dear nation such as the National Policy on IDPs among others.

23.UNEMPLOYMENT AND ECONOMIC PRESSURE

No doubt, the rising unemployment rate affects everyone. It multiplies pressure on the few who are employed and creates instability and uncertainty about the nation's future.

For workers, rising inflation and economic hardship means that even steady jobs no longer guarantee stability. This situation calls for deliberate government/private-sector policies that would create opportunities to ease the unbearable burdens on workers.

9. WAY FORWARD FOR AUPCTRE

Moving forward requires more than just good intentions; it requires unity, strategy, and consistency.

As a Union, we must remain strong internally, transparent in leadership, passionate and united in purpose. We must continue to mobilize rightly, build capacity for all members, deepen international alliances, strengthen our negotiating power and skills, and ensure that every worker under our watch regardless of sector, is protected against oppression and injustice.

The future of AUPCTRE depends on how well we adapt, organize, and stand together in the face of existing and emerging challenges.

10. CONFERENCE DIRECTION AND AGENDA

Distinguished delegates, comrades, partners in the labour movement, and esteemed guests, it is with a deep sense of duty and commitment to the working class that I present to you the direction of this Conference, as we gather at such a crucial point in our nation's economic and social journey.

This Conference is not merely a gathering; it is an important opportunity for us to reflect, engage with one another, and take meaningful action. Our theme, *"Defending Workers' Rights and Advancing Public Sector Reforms in a Challenging Economy,"* speaks directly to the urgency of the issues we face and the need for thoughtful and practical solutions.

➤ Context and Reality of the Working Class

We are meeting at a time when workers across the public sector face unprecedented pressures, rising inflation, declining real wages, job insecurity, and the erosion of labour protections. Despite the immense contributions of

workers to national development, many of their rights remain unfulfilled or inadequately protected, key concerns include but not limited to:

- i. Non-implementation and inconsistencies in the national minimum wage.
- ii. Casualization and precarious employment arrangements.
- iii. Delayed salaries and pensions.
- iv. Weak enforcement of occupational health and safety standards.
- v. Growing inequality and shrinking social protection systems.

These are not abstract issues; they are live realities affecting millions of workers and their families.

➤ **The Question of Defending Workers' Rights**

This Conference must critically examine all outstanding labour issues that have remained unresolved over time. As a union and in collaboration with our allies, we must:

- i. Demand full implementation of negotiated agreements.
- ii. Strengthen collective bargaining mechanisms.
- iii. Advocate for legislative and policy reforms that protect workers' rights and improve their welfare.
- iv. Ensure accountability from employers, particularly within government institutions.
- v. Demand the recognition and guarantee of workers right to freedom of association by employers of labour in accordance with the provision of the Constitution of the Federal Republic of Nigeria.

The dignity of labour must not be negotiable. Workers' rights are human rights and must be treated as such.

➤ **Public Sector Reforms: Whose Interest?**

Public sector reforms are often presented as effective tools for enhancing efficiency and fiscal sustainability. However, we must interrogate the intent, design, and impact of these reforms.

As a union, our position is clear:

- i. Reforms must be people-centred, not profit-driven.
- ii. They must enhance service delivery without undermining workers' welfare.
- iii. Privatization and commercialization policies must be critically assessed for their social consequences.
- iv. Workers must be active participants in reform processes, not passive victims.

We must advocate for reforms that balance efficiency with equity and social justice.

➤ **Strategic Direction of the Conference**

This Conference shall focus on the following strategic priorities:

- i. Policy Advocacy: Develop clear policy positions on labour rights, wage structures, and public sector reforms.
- ii. Union Strengthening: Enhance internal capacity, unity, and mobilization of members across all sectors.
- iii. Engagement: Deepen collaboration with government, civil society organizations, and international labour organizations.
- iv. Research and Documentation: Generate evidence-based proposals to support our demands.
- v. Youth and Gender Inclusion: Promote inclusivity and empower young workers and women within the union structure.

➤ **Navigating the Economic Climate**

The current economic challenges: currency instability, rising cost of living, and fiscal constraints require innovative responses. As a union, we must:

- i. Propose alternative economic policies that prioritize workers and vulnerable populations.
- ii. Advocate for fair taxation and responsible resource management.
- iii. Resist policies that shift the burden of economic crisis to workers.

➤ **Call to Action**

Comrades, this Conference must not end in rhetoric but should produce actionable resolutions that will guide our struggle in the coming years. We must leave here more united, more informed, and more determined to forge ahead.

Let us reaffirm our commitment to:

- i. Defending the rights of workers.
- ii. Advancing social justice.
- iii. Building a resilient and responsive public sector.

11. PUBLIC SERVICE REFORMS IN THE CONTEXT OF THE CONFERENCE THEME

“Defending Workers’ Rights and Advancing Public Sector Reforms in a Challenging Economy”

Public service reforms remain a vital topic of National discourse in contemporary governance, especially in Nigeria. This is why the theme of this Conference emphasizes the intersection of defending workers’ rights with the necessity of efficient reforms and accountable public institutions.

Public service reforms are intentional efforts by governments to improve how their institutions operate, increase efficiency, and serve the public with greater transparency and accountability. These reforms can exist in many forms, some of which include:

- Restructuring government departments and organizations to improve operations.
- Introducing digital systems and automating services for faster, more reliable service delivery.
- Updating wages and pensions to ensure fair compensation.
- Implementing measures to fight corruption and promote integrity.

Public service reforms aim to make government work smarter while keeping the public's needs and trust at the forefront.

12. THE LINK BETWEEN REFORMS AND WORKERS' RIGHTS

In many cases, public sector reforms have been implemented without adequately addressing existing workers' rights issues. This can create a contradiction: reforms intended to improve governance may end up worsening workers' conditions especially in these areas:

- Unresolved labour agreements: Many negotiated benefits remain unimplemented before new reforms are introduced.
- Job losses and insecurity: Downsizing, outsourcing, and privatization often lead to redundancy and casualization.
- Erosion of collective bargaining: Reforms sometimes bypass unions and weaken labour institutions.
- Wage stagnation: Workers are expected to deliver more under reform policies without corresponding improvements in remuneration.

Therefore, addressing workers rights must be a precondition for any meaningful reform.

13. PRINCIPLES FOR WORKER-CENTERED PUBLIC SERVICE REFORMS

For reforms to align with the Conference theme, they must be guided by the following principles:

- **Inclusiveness:** Workers and their unions must be actively involved in the design and implementation of reforms.
- **Fairness and Equity:** Reforms must not disproportionately overburden workers while protecting elite interests.
- **Respect for Labour Standards:** International labour standards and national laws must be upheld.
- **Transparency and Accountability:** Reform processes must be open and subject to scrutiny.
- **Social Dialogue:** Continuous engagement between government, labour, and other stakeholders.

14. CHALLENGES IN THE CURRENT ECONOMIC CLIMATE

The challenging economic environment characterized by inflation, fiscal deficits, and unemployment has intensified pressure on governments to reform the public sector. However, this often results in:

- Austerity-driven policies that cut workers' benefits.
- Delayed salaries and pensions.
- Reduced recruitment, increasing workload on existing staff.
- Increased reliance on contract and temporary staff.

Such measures, if not carefully managed, deepen inequality and weaken the morale and productivity of public servants.

15. THE ROLE OF THE CONFERENCE

This Conference provides a strategic platform to:

- Review the impact of past and ongoing reforms on Nigerian workers.
- Identify all outstanding workers' rights issues across various sectors.
- Develop a unified labour position on public service reforms.
- Propose alternative reform models that prioritize both efficiency and workers' welfare.

16. STRATEGIC DIRECTION FOR ACTION

To ensure that reforms are aligned with workers' rights, I strongly believe that this Conference should adopt the following actions:

- Demand the full implementation of all pending labour agreements before new reforms are introduced.
- Advocate for job creation and protection mechanisms in any restructuring process.
- Strengthen Unions' capacities to engage in policy dialogue and negotiations at all levels.
- Promote legislative reforms that protect workers in times of economic transition.
- Build alliances with civil society and international labour organizations.

17. CONCLUSION

Distinguished comrades, AUPCTRE is more than just an organization; it is a family of workers bound by shared struggles, beliefs, core values, and unity of purpose.

Every member, regardless of role or sector, contributes to the strength of this great Union. Our diversity is our strength, and our unity is our power, for a people united can never be defeated.

Let this Conference not just be a gathering of Comrades, but a turning point for a new beginning of greater things to come, a renewed commitment to stand for fairness, dignity, and justice for all workers.

Public Service reforms are necessary, but they must not come at the expense of workers' rights. The true measure of any worker-friendly reform is not only to improve efficiency but also to protect and advance those who drive the system; the workers. A reformed Public Service must work for the people.

The challenges are significant, so is our collective strength. History has shown that when workers stand together with clarity of purpose, no obstacle is insurmountable.

Together, we can build a system that works not just for a few, but for everyone.

Our sincere appreciation to His Excellency, Governor Abba Kabir Yusuf, the labour-friendly governor of this great ancient city of Kano, for his support and attendance at this Conference. We thank our sister Unions, our international guest, the Nigeria Labour Congress, for coming and the show of love, support and solidarity to AUPCTRE and the labour movement in Nigeria.

To my colleagues and delegates, we express our appreciation for your cooperation in making this Conference a great success and wish you Journey mercies back to your various destinations.

Long live AUPCTRE!

Long live the Nigerian working class!

Long live the Nigeria Labour Congress (NLC)!

Long live International Labour Solidarity

Long live the Federal Republic of Nigeria!

Thank you, and God bless you all.

FIRST SESSION

Chairperson: Comrade Benjamin Anto Uyanto, mni - National President

Comrade Aliyu Mohammed - General Secretary

To be assisted by: Comrade Abdullahi Ibrahim - National Deputy President

Comrade Comfort Ootobo	-	National Vice President
Comrade Mahmud Idris	-	National Vice President
Comrade Yusuf Buba	-	National Vice President
Comrade Henry Urombo	-	National Treasurer
Chairperson	-	Katsina State Council
Chairperson	-	Niger State Council
Chairperson	-	Bayelsa State Council
Chairperson	-	Ogun State Council
Chairperson	-	Enugu State Council

AGENDA

- (i) Accreditation of delegates
- (ii) Adoption of Conference Standing Order and Conference Committees.
- (iii) Presentation, adoption and general discussion on NGC Report
- (iv) Presentation, adoption and general discussion on National Board of Trustees (NBOT) Report
- (v) Presentation of Internal and External Auditors Reports.
- (vi) Presentation and adoption of amendments to the Union's Constitution
- (vii) Debate and adoption of motions

**CONFERENCE STANDING ORDER OF THE 7TH QUADRENNIAL
DELEGATES CONFERENCE (NDC) BY THE GENERAL SECRETARY,
COMRADE ALIYU MOHAMMED. (day2-thursday)**

PREAMBLE

The National Governing Council (NGC) has resolved to conduct the 7th Quadrennial National Delegates Conference (NDC) in a democratic and peaceful manner aimed at strengthening and consolidating the Union in order to achieve its set objectives.

The under listed Standing Orders shall govern the conduct of affairs of the NDC-In-Session and shall apply to all delegates: -

1. STATUS OF DELEGATES

- i. Delegates to the Conference represent the Union, from the following Organs, States, Zonal Councils and the NCCs and not themselves. Therefore, opinion(s) and expression(s) at the Conference-In-Session by any delegate must reflect the above principle.
- ii. Similarly, NEC and NGC members as delegates do not represent themselves but all Organs of the Union.

2. DISSOLUTION OF NEC AND NGC

The NEC and NGC as presently constituted shall remain in office as the highest organ of the Union until a formal dissolution by NDC.

3. CHAIRPERSON OF SESSIONS

- (i) The Conference Chairperson shall be the National President and shall be assisted by the National Deputy President, Vice Presidents and some State Chairpersons.

- (ii) The presiding Chairperson shall have control over the proceedings of the Conference-In-Session.
- (iii) The presiding Chairperson shall have the right to caution any delegate whose behaviour disrupts the smooth running of the session.
- (iv) The presiding Chairperson shall have the right to order out a delegate who refuses to behave properly after caution.
- (v) In case of a tie vote on issue(s) other than election of officers, the presiding Chairperson shall cast the deciding vote.

4. GENERAL SECRETARY

The General Secretary is the Secretary to the Conference-In-Session and shall assist and advise the presiding Chairperson of each session on issue(s) being deliberated upon. He shall co-ordinate the activities of all Commissions/Committees and the general conduct of the affairs of the Conference-In-Session.

5. CONFERENCE COMMITTEES

There shall be Conference Committee(s), membership of which shall be Delegates. The Conference Committee(s) shall be responsible for specific assignment(s) and shall report back to the Conference-In-Session. However, additional Committee(s) may be set-up by the Conference-In-Session to resolve unexpected important matters (s).

6. DELIBERATION PROCEDURES

- (i) Only delegates duly accredited shall address the Conference on any issue on behalf of the State, Zone or NCCs.
- (ii) It shall be permissible to officially invite fraternal guests or official observers to address the Conference-In-Session.

- (iii) Delegates shall be expected to introduce themselves if called upon to speak on any issue by the presiding Chairperson.
- (iv) A delegate shall address the Conference on the agenda being considered. The Chairperson shall have power to call a delegate to order, if in his opinion, such a delegate speaks out of point.
- (v) A delegate shall be expected to address the Conference-In-Session for a maximum of three (3) minutes while proposing a motion or draft policy.
- (vi) No delegate shall be permitted to speak on a given subject more than once except if permitted by the Chairperson.
- (vii) The National President and the General Secretary shall have the right to speak or intervene on any issue aimed at facilitating the work of the Conference-In-Session.
- (viii) A delegate shall not interrupt a speaker except if a point of order is raised and recognized by the presiding Chairperson.
- (ix) If a speaker is called to order, he/she shall be seated until the question of order has been decided.
- (x) A delegate shall cease to address the Conference if requested by the presiding Chairperson to do so.

7(a) **VOTING**

- (i) Only officers who have filed their nomination papers for election in respect of any post and have been cleared by the Screening Committee shall be eligible to stand for election.
- (ii) Returning Officer(s) for the purpose of counting of votes shall be selected on the floor of the House.

7(b) ELECTION OF OFFICERS

- (i) Only officers who have filed their nomination papers for election in respect of any post shall be eligible to stand for election.
- (ii) In case of withdrawal, death or other unforeseen circumstances by a candidate for any post, fresh nominations may be made at the floor of the Conference.
- (iii) Where only one candidate filed nomination for a post, he/she shall be deemed to have been elected unopposed.
- (iv) Election shall be by secret ballot and only accredited delegates excluding full time officials of the Union shall be eligible to vote.

8. WALK-OUT

It shall be an offence for any delegate or delegation to stage a walk-out from the Conference. Walk-out(s) shall not in any way affect the quorum, business and decisions of the Conference.

9. DISPUTE OVER DELEGATION

In the event of any dispute over delegation, the Credential Committee shall make recommendation(s) for the consideration of the Conference-In-Session and the majority decision of the Conference-In-Session shall be the final.

10. DECORUM

Delegates are expected to express themselves in a polite and comradely manner. The use of foul and or uncomplimentary language(s) shall be discouraged by the Chairperson.

11. DOCUMENTATION

Only authorized Conference document(s) shall be circulated at the Conference venue and there shall be no circulation of fliers and posters. Any candidates that does that shall be disqualified from contesting.

12. **LANGUAGE**

- (i) The official language for the purpose of deliberation(s) and debate(s) shall be English.
- (ii) Where a word in the masculine mode is used, it shall be deemed to apply equally to both masculine and feminine genders.

RESOLUTION ADOPTED AT THE END OF THE 6TH QUADRENNIAL NATIONAL DELEGATES CONFERENCE (NDC) OF AMALGAMATED UNION OF PUBLIC CORPORATIONS, CIVIL SERVICE TECHNICAL AND RECREATIONAL SERVICES EMPLOYEES (AUPCTRE) HELD IN CRISPAN SUITES & EVENT CENTRE, JOS, PLATEAU STATE ON 24TH AND 25TH MARCH 2022.

The 6th Quadrennial National Delegates Conference of Amalgamated Union of Public Corporations, Civil Service Technical and Recreational Services Employees (AUPCTRE) held on **24th and 25th March, 2022** at Crispan Suites and Event Centre, Jos, Plateau State took stock of its activities between the last National Delegates Conference of 2017 and that of March 2022 that take critical decisions that will be beneficial to the Union, Nigeria Trade Union Movement, Nigeria masses and also conduct elections into the offices of the Union.

The Conference was attended by:

- All National Governing Council (NGC) members.
- Delegates from 36 States of the Federation, FCT and Federal Organ Lagos.
- Veterans of the Union.
- International guests and social partners.
- Representative of the Executive Governors of Plateau, Jigawa, Bayelsa, Katsina and Borno States.
- Representative of the Honourable Minister of Labour & Employment.
- General Secretary, Nigeria Labour Congress (NLC).
- President and General Secretary of some Trade Unions.
- Registrar of Trade Unions.
- Chief Executive of some Agencies and Parastatals.

➤ Other Dignitaries.

The Conference-In-Session considered the following documents and contributions:

- (a) Welcome address by the Chairperson, AUPCTRE, Plateau State Council.
- (b) Welcome address by the President of AUPCTRE.
- (c) Address of the President NLC/ITUC Global presented by the General Secretary, NLC.
- (d) Address by Public Service Workers Union of Ghana TUC.
- (e) Address by Public Services International (PSI).
- (f) Address by Corporate Accountability and Public Participation Africa (CAPPA).
- (g) Setting the Direction of the Conference by the General Secretary.
- (h) Addresses of the State Governors.

At the end of the Conference, the following Resolutions were adopted:

1. RELATIONSHIP BETWEEN THE ORGANIZED LABOUR AND PLATEAU STATE GOVERNMENT

The Conference noted and applauded the cordial relationship between the Organized Labour and the Plateau State Government especially in the areas of payment of workers arrears of salaries owed by the previous administration and the consistency in payment of salaries and pension. However, the Conference-In-Session urges the State Government to clear the outstanding gratuities of the Retirees.

2. NATIONAL WATER RESOURCES BILL AND WATER PRIVATIZATION

The NDC-In-Session frowned at the insistence of the Federal Government to take over the control of water sources from the people which is against natural justice and contradicts the natural gift freely given by nature through the National Water

Resources Bill represented by the Federal Ministry of Water Resources to the National Assembly tagged **2020 Water Bill**. The Union therefore, calls on all well-meaning Nigerians and International Communities to work towards ensuring that the Bill is withdrawn and not passed into law as presently presented to the National Assembly to allow for contributions from all relevant stake holders.

The NDC-In-Session took stock of the efforts by the Union, Civil Society Organization (CSO) and Public Services International (PSI) to stop water privatization in Lagos, Bauchi, Plateau, and other States.

The NDC-In-Session therefore, frowned at and rejected in totality the privatization of Water Agencies by some State Governments.

3. PUBLIC SERVICE REFORM

The NDC-In-Session believes that any form of reform that would be carried out in the Public Service should address the challenges of re-focusing, re-orientation and modernization of the Public Service to promote efficiency, productivity and reward system. To us in AUPCTRE, all the Reforms carried out in the Public Service have not address the above identified challenges.

The Conference-In-Session therefore, calls on the Federal Government to embark on all-inclusive reforms devoid of influence by the Neo-Liberal Economic doctrines of Privatization, Liberalization, Commercialization, Concessioning etc that the end result will be job loss, Rationalization, Rightsizing, Contracting out of Jobs, among others, which will not reposition and strengthen the Public Service Institutions.

4. MASS SACK AND CASUALIZATION OF WORKERS IN KADUNA STATE

The Conference-In-Session considered the recent anti-workers activities of the Kaduna State Government which include:

- (1) Mass-Sack of workers in Public Service of Kaduna State

- (2) Arbitrary increase in school fees by almost 500%
- (3) Attempt to coerce workers in the State Public Service to sign anti-unionization form to denounce their membership of Trade Union thereby conflicting with the workers fundamental right as enshrined in section 40 of the 1999 Constitution of the Federal Republic of Nigeria as Amended which was reiterated in Trade Unions (Amendment) Act 2005.

And therefore, calls on Kaduna State Government to desist from Provocative Anti-Workers Policies.

5. VIOLATION OF WORKERS AND TRADE UNION RIGHTS

The NDC-In-Session frowned at the gross violation of workers, and Trade Union's rights in work places in Nigeria. It is unfortunate that several employers of Labour still denied workers the right to freely belong to Trade Union of their choice and carryout collective bargaining which contradicts ILO convention 87 and 98 as well as African Charter on Human and people's rights. In some cases, some Employers ascribed to themselves strange powers to proscribe Trade Unions mindless of the fact that labour matters are domiciled in the legislative, exclusive list and as such not within their purview.

The NDC-In-Session therefore, calls on such employers of labour to desist from such illegal and anti-labour practices.

6. REMOVAL OF HND/B.SC DICHOTOMY

The NDC-In-Session appreciate the National Assembly of the Federal Republic of Nigeria for passing into law the Bill to abolish the HND/B.SC dichotomy thereby putting to an end the age long struggle for its actualization.

The NDC-In-Session appeal to the President and Commander-in-chief of the Armed Forces of the Federal Republic of Nigeria, Muhammadu Buhari GCFR, to sign the Bill into law to put the matter to a final rest.

7. DEMAND FOR RESTORATION OF PAYMENT OF GRATUITIES TO PUBLIC SERVANTS AT RETIREMENT

The NDC-In-Session noted that the payment of gratuity in the Public Service was stopped in 2004 when Pension Reform Act was enacted to give way to Contributory Pension Scheme which is not the case in the Private Sector. The Act, as amended in 2014, was silent on the issue of payment of gratuity to workers. The Federal and most State Governments have since suspended the payment of gratuity to retired Public Service employees without reason.

The NDC-In-Session, therefore, demands that payment of gratuity to Public Service Retirees should be restored to compensate for their years of meritorious services.

8. DEMAND FOR AN UPWARD REVIEW OF RETIREMENT AGE IN THE PUBLIC SERVICE

The Conference-In-Session while thanking President Muhammadu Buhari GCFR for his approval of the review of the retirement age of Teachers, University Lecturers and Judicial Workers from 60 to 65 and 70 years respectively, demands same upward review of retirement age in the entire Public Service to 65 years and or 40 years of service whichever comes first.

9. STATE OF INSECURITY IN NIGERIA

Considering the huge budgeting allocation to the Security Agencies to curb the activities of Boko Haram, Insurgency, Kidnapping, Cattle-Rustling and Banditry, it is still very regrettable that the wave of insecurity still remains unabated.

The Conference-in-Session, therefore, calls for an urgent and immediate declaration of a State of emergency on security to deal decisively with these challenges and restore normalcy.

10. THE POLITY

As we gradually move to the general election coming up in 2023, the Conference saw the signing of the Electoral Bill to an Act as another step towards having a

credible and acceptable general election. There is also need to curb the usual violence perpetrated by political thugs hired by politicians.

The NDC-In-Session, therefore, calls on the Federal Government to *Establish Electoral Crime Commission* to prosecute Electoral Offenders. Political offenders must be punished and not rewarded to serve as deterrent to others.

11. CORONA VIRUS DISEASE (COVID-19)

The Union commends the Governments of Nigeria for the various measures taken to manage and contain the outbreak and further spread of the new surge by procuring vaccines to mitigate the spread of the virus. However, Public Service Workers especially the frontline ones suffer more in the fight against the virus, some lost their lives while others in the private sector lost their jobs and the poor suffers the negative effect of the pandemic.

The NDC-In-Session demands that the affected workers, both in Private and Public Sectors be adequately compensated. It is also advisable that everyone should take advantage of free vaccines available and get vaccinated.

12. ASUU STRIKE

The NDC-In-Session is in solidarity with Academic Staff Union of Universities (ASUU) on the on-going strike by the Union.

The NDC-In-Session therefore, appeal to the Federal Government to urgently resolve with ASUU in the interest of education in Nigeria.

13. BUILDING A NEW NIGERIA

The Conference-In-Session is convinced that we can change our fortune and that a new Nigeria is possible where the basic needs of the citizenry are met and sovereignty truly belongs to the people.

To achieve a new Nigeria of our dream, the NDC-In-Session calls on all hands to be on deck for the needed transformations to take place.

14. CORRUPTION

The scale of wide-spread corruption cases in Nigeria is becoming very alarming and unprecedented.

The NDC-In-Session is disturbed, from records available in recent times, which have revealed that the rate of corruption in Nigeria is in multiple. Arising from the above, the Conference-in-Session therefore, demands for a paradigm shift in the fight against corruption.

15. NON-IMPLEMENTATION OF MINIMUM WAGE

The NDC-In-Session took stock of all State Governments who have not started paying the National Minimum Wage and its consequential adjustment amongst which are: Abia, Imo, Zamfara, Benue, Rivers, Nasarawa, Taraba, Kano, Kogi, Ogun, Delta, Kaduna, Anambra, Bauchi, Ekiti, Osun, Cross River, Sokoto, and Kebbi States.

The NDC-In -Session calls on the affected States to commence the process of industrial action to enforce the implementation of the New National Minimum Wage.

16. UNNECESSARY DEBT BURDEN

The NDC-In-Session is worried about the huge debt incurred by the Federal Government of Nigeria and urged Governments to think outside the box and come up with policies that would improve Nigeria Economy and stop borrowing from foreign countries thereby selling the future of unborn generations.

17. PROMOTION AND SALARIES ARREARS

The NDC-In-Session considered the non-payment of salaries of workers as and when due as an act of insensitivity to the welfare of Nigeria Workers and therefore calls on concerns States and Federal Government to pay outstanding salaries and effect all promotion arrears.

18. SPORTS DEVELOPMENT

The NDC-In-Session rejects in its totality the move by Edo State Government to sack 513 workers over the change in the nomenclature of Sports Council to Sports Commission. The change of nomenclature does not warrant the sack of workers in Edo State Sports Commission, it will further underdeveloped Sports in the State.

The NDC-In-Session further resolved and calls on the States that are yet to convert from Sports Council to Sports Commission to do so without further delay as this is the only way effective Sports Administration and development can be assured in Nigeria.

19. AUPCTRE LAND IN ABUJA

The NDC-In-Session resolved that a Committee be set up to look into the issue surrounding the sales and spending of money of AUPCTRE Land by the past Administration.

20. RATIFICATION OF APPOINTMENT OF GENERAL SECRETARY

Arising from the retirement of the former General Secretary and appointment of a Substantive General Secretary by the last National Governing Council (NGC) meeting held in Enugu on 13th March 2021; the NDC-In-Session have been satisfied with the decision of NGC, therefore ratified the appointment of **Comrade Sikiru Toyin Waheed** as the Substantive General Secretary for Amalgamated Union of Public Corporations, Civil Service Technical and Recreational Services Employees (AUPCTRE).

21. UNNECESSARY TRANSFER OF AUPCTRE MEMBERS IN CAC

The NDC-In-Session frowned at anti-workers posture of the Management of Corporate Affairs Commission (CAC) leading to the unnecessary transfer of AUPCTRE Branch Executives in Corporate Affairs Commission (CAC) because

of their Union activities. The NDC-In-Session therefore calls on the Registrar General of CAC to reverse this unpopular and punitive transfer.

22. ALLOCATION OF FUND TO NATIONAL, STATE WOMEN COMMITTEE

The NDC-In-Session resolved that the 1% contingency fund be added to make 2% for National Women Commission as well as State Women Committees.

23. STATE SECRETARIAT/FINANCIAL REPORTS

The NDC-In-Session resolved that all State Councils should send their Secretariat and Financial Reports to the National Secretariat at least two (2) weeks before the date of State Delegates Conference.

24. ANAMBRA GARNISHEE MONEY

The NDC-In-Session noted that the EFCC has not responded satisfactorily to the request of the Union on the mismanagement of the money garnished and handed over to the Union for payment of outstanding salaries of Anambra State Water Corporation (ASWC) and Anambra State Environmental Protection Agency (ANSEPA).

The NDC-In-Session therefore resolved that the matter be taken to Inspector General of Police and Director General, Directorate of State Security (DSS) Abuja, for proper investigation and as well report the issue to the offices of the affected officers involved in the matter

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25. SUSPENSION OF MONTHLY PENSION OF COMRADE ISIDORE OPARA E.

Arising from the report to NDC that Comrade E. Isidore Opara took the Union to court in an attempt to stop the Conference amongst others. The NDC-In-Session discussed the matter and resolved that his monthly Pension be suspended.

26. INCLUSION OF THE IMMEDIATE PAST PRESIDENT AND GENERAL SECRETARY AS MEMBER OF NATIONAL EXECUTIVE COUNCIL (NEC).

The Conference considered and resolved that the immediate past President and General Secretary be constitutional members of National Executive Council (NEC).

27. PROPERTY DEVELOPMENT/INVESTMENT

The NDC-In-Session discussed the need for the Union to diversify her income to complement check-off-dues and also develop her properties across the country and therefore resolved that, 3% of monthly rebate accrue to National Secretariat and State Councils be set aside for investment and property development.

28. AUPCTRE STAFF CONTRIBUTORY PENSION SCHEME

The Conference-In-Session received the report of migration of AUPCTRE Staff from PAY AS YOU EARN Pension Scheme to CONTRIBUTORY PENSION SCHEME. The NDC-In-Session considered the report and ratified the migration of AUPCTRE Staff from PAY AS YOU EARN Pension Scheme to CONTRIBUTORY PENSION SCHEME.

29. MONTHLY UPKEEP ALLOWANCE FOR PAST NATIONAL PRESIDENTS

A motion on monthly upkeep allowance of One Hundred Thousand Naira Only (N100, 000) for past National Presidents that are still alive was received and discussed by the Conference-In-Session. The Conference resolved and approved the motion as presented.

30. ELECTION OF NATIONAL OFFICERS

At the end of the Conference, the following Officers were elected unopposed:

- | | | | |
|------|---------------------------|---|---------------------------|
| i. | Comrade Benjamin Anthony | - | National President |
| ii. | Comrade Ibrahim Abdullahi | - | National Deputy President |
| iii. | Comrade Oyesanmi Ilesanmi | - | National Deputy President |

iv.	Comrade Yusuf D. Buba	-	National Vice President, Federal Zone
v.	Comrade Tasiu Lawal	-	National Vice President, North West
vi.	Comrade Garba D. Sheegay	-	National Vice President, North East
vii.	Comrade Adebanji A. Jojolola	-	National Vice President, South West
viii.	Comrade Mahmud Idris	-	National Vice President, North Central
ix.	Comrade Wellington Igonibo P.	-	National Vice President, South South
x.	Comrade Okafor Sure Chibuzo	-	National Vice President, South East
xi.	Comrade Urombo Henry	-	National Treasurer
xii.	Comrade Eugene Manji	-	National Secretary Finance
xiii.	Comrade Labaran Buhari	-	National Internal Auditor
xiv.	Comrade Agama Judith A.	-	National Internal Auditor

31. APPRECIATION

The NDC-In-Session appreciates the Government and people of Plateau State, AUPCTRE Plateau State Council, Labour Leaders in attendance, Government functionaries, Law Enforcement Agents, the Media, International and Social Partners for their contributions that have made the Conference a huge success. We wish you all, safe trip back to your respective destinations.

Comrade Benjamin Anthony
National President

Comrade Sikiru Waheed
General Secretary

NATIONAL GOVERNING COUNCIL (NGC) REPORT TO THE 7TH QUADRENNIAL NATIONAL DELEGATES CONFERENCE OF AMALGAMATED UNION OF PUBLIC CORPORATIONS, CIVIL SERVICE TECHNICAL AND RECREATIONAL SERVICES EMPLOYEES (AUPCTRE) HOLDING AT AMANI EVENTS CENTRE, KANO, KANO STATE ON 23RD AND 24TH SEPTEMBER 2026.

THEME: “DEFENDING WORKERS’ RIGHTS AND ADVANCING PUBLIC SECTOR REFORMS IN A CHALLENGING ECONOMY,”

1.0 PREAMBLE

- 1.1 Revered Comrades and delegates, this report to the 7th Quadrennial National Delegates Conference holding today in the ancient city of Kano will give a summary of the Union’s activities between the last National Delegates Conference held in the city of Jos on **24th and 25th March 2022** and now, as well as addressing major challenges within the Trade Union movement in the Country.
- 1.2 It should be noted that this Quadrennial National Delegates Conference is holding at a very critical moment in the annals of our great Union. Our members expect from us actionable decisions and resolutions that would positively add value to their lives, the entire working class and the Nigerian Society at large.
- 1.3 Distinguished delegates, it is highly imperative to note that as Servants and leaders of workers, we owe them the singular responsibility to critically scrutinize our activities in the past years and come up with far reaching conclusions that would strengthen the union and reposition it for a virile, pragmatic and democratic Trade Union Organization that will continue to service the membership and the society in general.

- 1.4 It is noteworthy, that AUPCTRE has evolved overtime, keeping the sacred “Ideals and Fundamentals Focus” of the Union as our guiding principle. Our great Union has taken its rightful place in the Comity of Trade Unions in the Country. As a Union we have led rigorous struggles for the Nigerian Workers and Masses, right from the time of our founding fathers to date and have earned for ourselves respect both nationally and internationally.

2.0 **CURRENT ECONOMIC AND POLITICAL SITUATION**

- 2.1 Nigeria as a democratic and the most populous nation in Africa is gearing towards yet another general election in 2027. The Union observed with grave concern the unfolding events towards the 2027 General Elections in the Country where the drift towards a one-party state being orchestrated by the ruling party has become more pronounced. If left unchecked will gradually lead to dictatorship and the citizens may no longer have a voice on matters that concern them. A political situation where almost all politicians are standing on one man’s mandate is the most dangerous form of democracy. The right thinking members of the society must rise to the occasion and challenge this dangerous practice to save the nation’s democracy.

3.0 **SOCIAL DIALOGUE**

- 3.1 Social dialogue is the process of negotiation, consultation and information exchange between governments, employers and workers. It addresses economic, employment and social policies, aiming to resolve workplace disputes, improve labour standards and foster societal consensus.
- 3.2 We applaud the Federal Government for the recent upward review of some allowances particularly for Federal Government workers. It is proper that such gesture be replicated by State Governments to cushion the effect of the rising cost of living currently being endured by Nigerians.

3.3 The introduction of Health Insurance Scheme for some categories of the nation's pensioners is highly commendable. However, a situation where government unilaterally fixes some of these allowances without consulting workers representatives (the Union) negates the principle of social dialogue and is unacceptable.

4.0 **VIOLATION OF WORKERS RIGHTS AND MANAGEMENT INTERFERENCE IN TRADE UNION ACTIVITIES.**

4.1 In recent times, we have witnessed sharp increase in hostility and contempt on labour and Nigeria workers by several government agencies.

4.2 These agencies, most particularly Federal, such as Nigeria Revenue Service (NRS), National Broadcasting Commission (NBC), Nigerians in Diaspora Commission (NiDCOM), Abuja Markets Management Limited (AMML), Nigeria Christian Pilgrims Commission (NCPC) and Nigeria Commodity Exchange (NCX) among several others have continued to deny their employees the right to belong to Trade Unions of their choice as enshrined in our Country's Constitution and extant labour laws. This practice is not only evil but a threat to civil and Trade Union liberty.

4.3 More worrisome is the deliberate meddling in Union activities by some Management of Government Agencies most particularly, Corporate Affairs Commission (CAC), Industrial Training Fund (ITF) and Ogun Property Investment Corporation (OPIC) who have sided with SSASCGOC in their various organizations to forcefully take away our members or threaten them for refusing to belong to SSASCGOC despite several court judgments barring employers (Managements) from interfering in Union activities.

4.4 We therefore, call on the Federal Ministry of Labour and Employment, the Nigeria Labour Congress, our friends in the Civil Society Organizations and well-meaning Nigerians to impress on the Managements of these

Government Agencies to allow workers in their employ to freely exercise their fundamental human right to Freedom of Association.

- 4.5 While we condemn these Managements for the interference in Union activities, we commend our dogged members in these Organizations for insisting on their choice to remain in AUPCTRE, we urge them to continue to stand their ground until the matter is resolved.

5.0 REPORT ON FEDERAL PARASTATALS AND CHALLENGES:

Distinguished delegates, the Union is currently facing some challenges in some Federal Government Parastatals which include but not limited to:

- ❖ Jurisdictional scope challenges
- ❖ Funding issues
- ❖ Unwillingness on the part of government to approve/implement new Conditions/Schemes of Service in line with current economic realities in the Country
- ❖ Delayed promotions
- ❖ Lack of appropriate Trade Union Consciousness, etc

- 5.1 However, even in the face of the forgoing challenges, the NGC is pleased to report to NDC-In-Session that the period under review witnessed remarkable successes. This is as a result of the determination of the Union to continue to make concerted efforts to strengthen organizing and industrial relations in both unionized and yet to be unionized Parastatals.

- 5.2 However, most Parastatals if not all in States do not enjoy autonomy to negotiate their Conditions/Schemes of Service as their counterparts in the Federal. This calls for our Comrades in the States especially those in the Parastatals and Agencies to immediately initiates the process of having distinct Conditions of Service for our members from that of the mainstream Civil Service.

6.0 REVIEW OF CONDITIONS OF SERVICE

The NGC is delighted to report to NDC-In-Session that over the past years the Union engaged in series of negotiations for the review of the Conditions of Service of our members in some of our branches which include:

- ❖ Nigerian Airspace Management Agency (NAMA) – 100% completed
- ❖ Nigeria Meteorological Agency (NIMET) – 100% completed
- ❖ National Orientation Agency (NOA) – 90% completion
- ❖ National Emergency Management Agency (NEMA) – completed, approved and implemented among others.

6.1 The National Secretariat issued Circular to State Councils and NCCs to compile and forward the name(s) of our branches whose Conditions of Service were due for review to the National Secretariat for necessary action but only very few responded. The NGC is therefore calling on State Councils and NCCs to respond without further delay for prompt action for the benefit of our teaming members.

7.0 INDUSTRIAL TRAINING FUND (ITF)

7.1 The Union is having a running battle with the Management of Industrial Training Fund (ITF). It should be noted that AUPCTRE have had a cordial working relationship with the Management until sometimes in 2023 when SSASCGOC brought a declaratory Court Judgment which says that they have right to Unionize Senior Staff of Statutory Government Owned Companies, Connived with the Management and forcefully wanted to take our members.

7.2 We salute our members in ITF for believing in AUPCTRE and vehemently resisting the move which led to series of communication between the Union and ITF Management. In collaboration with the Nigeria Labour

Congress (NLC) we issued a notice to picket the Fund late last year 2025, we equally reported the matter to the Federal Ministry of Industry, Trade and Investment, their supervising Ministry for intervention which they promptly did while that was on going, ITF Management took the Union to Court, the matter is presently before the National Industrial Court within the Abuja Judicial Division.

8.0 NATIONAL THEATRE

- 8.1 Comrade delegates, the NGC wishes to report with grave concern to the NDC-In-Session the clandestine move by some group of individuals to covert the National Theatre edifice to private ownership.
- 8.2 It should be noted, that the National Theatre was established by the NATIONAL THEATRE AND THE NATIONAL TROUP OF NIGERIA BOARD DECREE NO 47 by the then Military Government and came to operation on **29th October 1991** for the preservation, promotion and presentation of cultures etc.
- 8.3 The Decree (now Act) vest statutory control, Management and supervision of the iconic Theatre Complex in the Governing Board of the National Theatre and the National Troup of Nigeria.
- 8.4 Regrettably, one SANEF CREATIVES LTD surreptitiously took over the complex including its control, Management and Supervision contrary to the provisions of its establishment Act.
- 8.5 SANEF claimed to be acting on a kangaroo MOU signed between the Federal Government represented by former Minister of Information and Culture, Alh Lai Mohammed and the Banker's Committee of the Central Bank of Nigeria (CBN) represented by the then CBN Governor, Godwin Emefiele to renovate the complex as part of the CBN Corporate Social Responsibility but secretly ceded ownership of the edifice to the CBN

Bankers Committee without any assurance as regards the fate of our members in the employ of the National Theatre.

- 8.6 Expectedly, the Union has taken up the matter with series of meetings being held with the Federal Government with a view to returning the National Theatre to the Nigerian people and as well safeguard the employment of our members.
- 8.7 The NGC calls on the NDC-In-Session to deliberately come up with concrete resolution on the matter and other similar ones.

9.0 ORGANIZING CHALLENGES

- 9.1 It is worrisome that Organizing and Industrial Relations activities are becoming difficult by the day. This difficulty is not unconnected to the refusal of some employers to allow workers to be unionized. Some usually resort to issuing threats to workers to frighten them. More worrisome is the activities of SSASCGOC parading a declaratory judgement to deceive workers not to join our Union. They, in most cases connive with Managements to either take our members forcefully to their Union or deduct our members check-off-dues and remit it to them without their consent or worst still, stop the deduction of our members check-off-dues.
- 10.2 Despite these challenges, our members in most organizations have remained resolute on their AUPCTRE membership. The Union has in the recent past, in collaboration with Public Services International (PSI), been able to successfully unionize workers of Kaduna State Traffic Law Enforcement Agency (KASLEA), Kaduna State Fire Service/Public Safety, Kaduna State Property Development Company (KSPDC) and Kaduna State Market Development and Management Company into the fold of the Union among others.

11.0 LITIGATION MATTERS

11.1 The NGC wishes to inform the NDC-In-Session with mixed feelings about the numerous litigation matters being handled for and on behalf of the Union and some of our members.

11.2 Some have been concluded in favour of our great Union while others are ongoing as follows:

- i. *SUIT NO NICN/ABJ/73/22. COM. ISIDORE OPARA V. AUPCTRE & 4 ORS*: Comrade Opara sued AUPCTRE, National President and General Secretary, challenging his compulsory retirement from the employment of AUPCTRE, Appointment of General Secretary, claim for payment of transfer allowances and outstanding salaries. The matter is ongoing.
- ii. *SUIT NO. NICN/YEN/106/18 – AUPCTRE V. DESOPADEC*: AUPCTRE sued DESOPADEC because of its hostile posture to Trade Union activities. The Management refusal to implement workers welfare in the Condition of Service. Judgment was delivered on 21st April, 2026 in favour of the Union.
- iii. *SUIT NO. NICN/ABJ/56/21 – AUGUSTINE TOKULA & ORS V KOGI STATE TRANSPORT CO. & ORS*: the case relates to non-payment of salaries and allowances to members of AUPCTRE in the employment of Kogi State Transport Company Limited and their purported termination from the employment without service of termination letters. Judgment was compromised and the workers have been paid the compromised sum.
- iv. *SUIT NO NICN/ABJ/31/2022- COMRADE PATRICK IGBO & 3 ORS V AUPCTRE & 3 ORS*: The Claimants initiated the action to challenge their indefinite suspension as Chairperson and Executive members of AUPCTRE Rivers State Council for act of gross misconduct. The matter is ongoing.

- v. *SUIT NO. NICN/ABJ/15/2026 – GOVERNING COUNCIL OF INDUSTRIAL TRAINING FUND (ITF) V AUPCTRE*: The Governing Council of Industrial Training Fund (ITF) sued AUPCTRE for purporting to picket the Fund due to the failure of the Fund to deduct the Check-off dues of our members and unfair labour practice. The matter is ongoing.
- vi. *SUIT NO NICN/ABJ/221/2024 – AUPCTRE V. ACCOUNTANT GENERAL OF THE FEDERATION*: AUPCTRE sued the Accountant General of the Federation for the illegal and unlawful deductions and non-remittance of check-off-dues accrued to our members in National Museums and Monuments. The matter is ongoing.
- vii. *SUIT NO NICN/ABJ/202/2024 – MR CHRISTIAN NGOZI NWAORIE V. AUPCTRE*: Mr. Christian Ngozi Nwaorie is challenging his retirement from the services of the Union due to his involvement in the illegal disbursement of the garnished funds from Anambra State workers. The matter is ongoing.
- viii. *APPEAL NO. CA/ABJ/CV/280/2023- CAC 7 ORS V. AUPCTRE*: CAC is challenging the decision of the National Industrial Court, Abuja delivered on 7th of October 2021 which declared the actions of CAC Management purporting to investigate, interrogate and suspend the activities of AUPCTRE in CAC as illegal, null and void. The Appeal has been fixed for the 9th of February 2027 for hearing.

12.0 STAFF EMPLOYMENT ,PROMOTIONS, PROPER PLACEMENT, RETIREMENTS AND DISCIPLINE

- 12.1 The NGC is delighted to inform the NDC-In-Session that between the last NDC leadership of the Union, NEC & NGC approved the employment of

additional staff to fill vacant positions to enhance the capacity of the Union in rendering quality services to its members as enshrined in the Staff Conditions/Schemes of Service of AUPCTRE as amended. Equally, some Staff of the Union have retired from the services of our great Union, they are:

- | | | |
|-----------------------------|---|-----------------------------|
| a) Comrade Sikiru Waheed | - | General Secretary |
| b) Comrade Adewole Akinlolu | - | Deputy General Secretary |
| c) Comrade Adekeye Johnson | - | Assistant General Secretary |
| d) Comrade Aderemi Adediji | - | Assistant General Secretary |
| e) Comrade Promise Saga | - | State Secretary |
| f) Comrade Faith Orisaremi | - | Secretarial Assistant |
| g) Comrade Hassan Mustapha | - | State Secretary |
| h) Comrade Rejoice Laubau | - | Secretarial Assistant |
| i) Comrade Morrisson Igbo | - | Chief Organizing Secretary |

12.2 Promotions of staff were done promptly and proper placement effected on deserving staff, while discipline of staff that erred were not left out as those found wanting were sanctioned accordingly.

13.0 APPOINTMENT OF HEAD, ACTING AND DEPUTY HEAD OF DEPARTMENTS

13.1 The NEC & NGC approved the appointments of some Head of Departments, Acting Head of Departments and Deputy Head of Department of the Union at the National Headquarters.

13.2 Those appointed as Heads of Department (HOD) are:

- | | | |
|---------------------------------|---|-----------------------------|
| (a) Comrade Pius Panshik Esq. | - | Industrial Relations & Org. |
| (b) Comrade Dinepre Torukeregha | - | Education & International |
| (c) Comrade Christianah B. Okon | - | Women & Youths |

13.3 Those appointed as Acting Head of Departments are:

- (a) Comrade Samari Innocent John - Admin & Supplies
- (b) Comrade Ambrose Kudu - Finance & Accounts

13.4 While Comrade Ibrahim Mohammed was appointed as Deputy Head of Department Industrial Relations & Organizing.

13.5 The NDC-In-Session should please note accordingly.

14.0 PROPERTY ACQUISITION

14.1 The NGC is pleased to inform the NDC -In-Session that the National Board of Trustee (NBOT) approved and purchased two (2) befitting vehicles for the office of the National President and General Secretary of the Union as ratified by NEC and NGC between the last NDC and now.

15.0 REPORT ON ANAMBRA STATE GARNISHED MONEY

15.1 The NGC is pleased to inform the NDC-In-Session that on the Anambra case, there was a settlement out of Court initiated by the Anambra State Government and an agreement has been signed as a result, the workers of Anambra State Water Corporation (ANSWC) and Anambra State Environmental Protection Agency (ANSEPA) have been paid their entitlements.

16.0 AUPCTRE STAFF CONTRIBUTORY PENSION SCHEME

16.1 The NGC is pleased to report to NDC-In-Session that following the migration of staff from the Defined benefit Pension scheme (CPS) to the Contributory pension Scheme, the accrued pension rights of eligible staff were computed and agreed upon as part of the transition process. In recognition of the financial implications, it was agreed that the outstanding accrued pension rights would be liquidated over a period of Seventy-Two (72) months.

16.2 The Union commenced the remittances of the contributory pension to staff PFA's in January, 2021 and presently in arrears of 7 months amounting to Twenty-One Million, Nine Hundred and Eleven Thousand, One Hundred and Twenty-One Naira, Forty-Four Kobo (N21,911,121.44). Forty (40) months of the accrued pension rights has so far been paid with an outstanding of Thirty (32) months amounting to One Hundred and Eight Million, Two Hundred and Forty Thousand, Three Hundred and Eighty-Six Naira, Thirty-Eight Kobo (N108,240,386.38).

16.3 NDC-In-Session to note that the outstanding Contributory Pension and the accrued Pension rights arising from the migration constitute legitimate entitlements of affected staff.

17.0 CREATION OF ZOOM PLATFORM FOR MEETINGS

17.1 In line with global trend, the Union has now developed a standard Zoom Platform that can be used anywhere in the world for the purpose of having meetings via Zoom Links.

18.0 APPOINTMENT OF GENERAL SECRETARY OF AUPCTRE

18.1 It is important to notify the NDC-In-Session that the General Secretary of AUPCTRE, Comrade Sikiru Waheed, retired from active service of the union since October 2025 having attained the mandatory age of 60years in line with the Union Conditions/Schemes of Service hence the position of General Secretary became vacant.

18.2 The NEC at its meeting held on 10th February 2026 set up an interview and screening panel to interview all qualified candidates who submitted

application for the vacant position. After thorough scrutiny of the applicant, the panel recommended Comrade Aliyu Mohammed to be appointed as Substantive General Secretary of AUPCTRE having found him suitable for the post.

- 18.3 The NEC recommendation was subsequently approved by NGC-In-Session and Comrade Aliyu Mohammed was duly appointed as the substantive General Secretary of the Union as enshrined in AUPCTRE Constitution on the appointment of General Secretary.
- 18.4 The NDC-In-Session is hereby called upon to ratify this appointment with effect from 1st April 2026.
- 18.5 The NGC is delighted to inform the NDC-In-Session that in the last four years, the Union has organized various training workshops that cut across the three major levels of the Union, i.e National, Zones and States where a sizeable number of members at the above mentioned levels participated and benefited immensely. Despite lean resources, and the challenges associated with appropriating the resources the National Secretariat has always prioritized education. The Union was able to collaborate with the Nigeria Labour Congress (NLC) in enabling AUPCTRE members to participate in the two yearly workers education programmes organized by the Congress namely: Rain and Harmattan Schools, under this programmes, the Union has been able to trained Eighty-One (81) members including staff of AUPCTRE to these schools from the year 2022 till date, irrespective of the geometric increase in the training fees. The Union in its quest for education also intensified more strategies in collaborating further with some Sub-Regional and global Trade Union Organizations like Public Services

International (PSI), Organization of Trade Union in West Africa (OTUWA), Friedrich-Ebert Stiftung (FES) and AGORA, Amilcal Cabral Ideological School, Ghana to organize Workshops, Seminars and Retreats for AUPCTRE members and staff. In addition, five (5) State Secretaries were sent to Micheal Imodu National Institute for Labour Studies and graduated with a professional certificate in industrial and labour relations.

18.6 The National Governing Council (NGC) is pleased to inform the NDC-In-Session that despite the challenges the outgoing leadership faced, this administration was able to trained and sensitized. One Hundred and Two (102) members including staff of the Union as follows: NLC Rain/Harmattan School, Eighty-One (81), Amilcar Cabral Ideological School, Ghana, Sixteen (16) members.

18.7 However, the NGC appreciates Zonal and State Councils for carrying out their education programmes in collaboration with the National Secretariat, in the same vein, we appeal to every Organ of the Union to intensify more efforts in the area of training of our members. The roles you played in actualizing the above trainings were quiet commendable and impactful therefore, we urge all State and Zonal Councils to accord same unflinching commitment to the incoming leadership.

19.0 **HIGHLIGHT OF PSI MEETING**

19.1 The NGC wishes to inform the NDC-In-Session that on 13th March 2025, the National Coordinating Committee (NCC) of Public Services International (PSI) Nigeria met in Lagos and unanimously agreed to move the PSI-NCC Nigeria Secretariat from NASU to AUPCTRE. The decision was in line with

the rotational Principles among affiliates of the PSI-NCC. AUPCTRE has formally taken over the PSI Nigeria Secretariat to oversee the affairs of the PSI-NCC Nigeria for the next two (2) years effective from the handing over date of 8th July 2025.

20.0 AFRECON 2025

20.1 PSI Conference for Africa and Arab Countries (AFRECON) was held on 9th -15th November 2025 in Accra, Ghana. AUPCTRE's delegation to the Conference was National President, General Secretary, HOD Education, DHOD Finance & Accounts and the Zonal Secretary Western Zonal Council. The essence of the meeting was to ratify the earlier decision reached in Uganda, which was to implement the continuation of the Executive officers of AFRECON in office for another term of four years.

21.0 SUBRAC MEETING (PSI)

21.1 As part of the activities and the achievements within the period under review, the Sub-Regional Advisory Committee (SUBRAC) meeting was organized by the office of the Sub-Regional Secretary in collaboration with the regional office of PSI on 25th -26th February 2026 at Travel Inn Hotel, Lagos State with an attendance of thirty eight (38) members including nine (9) foreign representatives from the Sub-Regional Countries. The essence of the meeting was to establish a strategic plan for Public Services International (PSI) operational framework for its English-speaking East and West Africa affiliates for the period of 2026-2029.

22.0 Distinguished delegates, the Union undertook several initiatives aimed at promoting the welfare and development of Women and Youths within the period under review which includes but not limited to:

22.1 **Inauguration Of National Youths Commission (2022):** The NGC hereby reports that the National Youths Commission was inaugurated on 18th August 2022, marking a significant milestone in the Union's efforts to empower and engage young workers. The event took place at Green Minds Hotel-Utako, Abuja and was graced by the National Board of Trustee, HODs, and Veterans at the end of which National Officers were elected thus:

- (a) Comrade Okeje Innocent Omozien - National Chairperson
- (b) Comrade Godsdan P. Udoette - Vice Chairperson
- (c) Comrade Abdullahi Umar Faruk - National Secretary
- (d) Comrade Abdullahi Muhammed K. - National Treasurer
- (e) Comrade Anyanwumelu Charles C. - National Asst. Secretary
- (f) Comrade Densely Kefas - National Financial Secretary
- (g) Comrade Aisha Zakari Muhammed - National Auditor.

22.2 **Third National Women Commission Delegates Conference (16th November, 2022):** The 3rd Quadrennial National Delegates Conference of National Women Commission was held on 16th November, 2022, where new National officers were elected for a 4-year term as follows:

- (a) Comrade Comfort Onah Ootobo - National Chairperson
- (b) Comrade Rose Uranta - National Vice Chairperson
- (c) Comrade Rakiyat Mustapha - National Vice Chairperson
- (d) Comrade Afolabi Ige Temidayo - National Treasurer
- (e) Comrade Elizabeth Tita - National Secretary Finance
- (f) Comrade Lois J. Ladan - Nat. Asst. Secretary.

22.3 **National Youths Conference of NLC:** Furthermore, in December 2024, three (3) National Youths Commission Executive members of AUPCTRE were nominated to attend the NLC's National Youths Conference, which took place in Abuja on Tuesday, 10th December 2024. The NGC is delighted to inform the NDC-In-Session that Comrade Aisha Zakari Muhammed, our National Youths Commission Auditor, was elected as the National Youths Publicity Secretary.

22.4 The 6th NLC Women Committee's Conference and Election: The event took place simultaneously across the Nation on Wednesday, 13th August 2025. The NGC is delighted to present to the NDC-In-Session that a total of sixteen (16) AUPCTRE Women were elected into various offices at the Conference.

22.5 State Youth Committees Conferences/Elections: All State Youth Committee Conferences/Elections were conducted and inaugurated before and during the period under review. For States where the tenure of Youth Committee had expired, elections were duly conducted and reports submitted to the National Secretariat of the Union. State Councils yet to comply, were advised through a circular letter to carry out the exercise in line with the Union's Constitution.

22.6 State Women Committees Conferences/Elections: The Conferences and Elections for State women committees were successfully held and Inaugurations completed across all States within the reporting period. Committees whose tenure lapsed have since conducted fresh elections and forwarded reports to the National Secretariat. A Circular letter was also issued to State Councils yet to comply mandating them to conclude the process in strict compliance with the Union Constitution.

23.0 WOMEN EDUCATION PROGRAM

23.1 The NGC wish to report the NDC-In-Session that, within the period under review, the Women Committee Education Programme of Niger State Council, as well as the education programmes of the South-South, North-East, Western and Eastern Zonal Women Committee, were successfully conducted. The National Secretariat provided the required study materials and deployed facilitators to support the workshops. The NGC urges State/Zonal Councils that have not held Women Education Program to join the initiative.

24.0 COMMEMORATION OF INTERNATIONAL WOMEN'S DAY

24.1 The NGC is pleased to report to NDC-In-Session that the National Women Commission of AUPCTRE has continued to demonstrate its commitment to

the advancement of women workers through the Annual Commemoration of International Women's Day (IWD).

- 24.2 Since 2023, the NWC in collaboration with the various State Women Committees of the Union, has actively participated in the celebration of International Women's Day.
- 24.3 The Commemoration has provided a platform for raising awareness in gender equality, women's right, leadership development, workers' welfare and the empowerment of women in the workplace and society.
- 24.4 Activities organized during the celebrations have included sensitization programmes, lectures, seminars, advocacy campaigns, solidarity rallies and engagements with stakeholders on issues affecting women workers. The events have also served to strengthen solidarity among female members of the Union and encourage greater participation of women in Trade Union activities and leadership position.
- 24.5 The National Women Commission appreciates the support of the National Leadership of AUPCTRE and the commitment of the State Women Committees whose efforts have ensured the successful observance of IWD across the Union's structure. We call on other State Women Committees to key into the annual celebration.

25.0 **WORKERS AWARENESS PROGRAM ON PREVENTION OF VIOLENCE AND HARASSMENT IN THE WORLD OF WORK.**

- 25.1 The NGC is pleased to report to the NDC-In-Session that in early 2026, the Women and Youths Department initiated an Awareness Program on Prevention of Violence and Harassment at Workplace, a joint effort with Solidarity Center and Trade Unions. AUPCTRE is proud to be part of this campaign, aiming to eliminate Violence and Harassment in the Workplace.
- 25.2 The Sensitization Program anchored by the HOD Women and Youths began in February, 2026 and has covered several branches of our Union within FCT. The program seeks to:

- Eliminate Violence and Harassment in Workplaces.
- Encourage Trade Unions, Employers, and Government to demonstrate and implement ILO Convention No.190, the Violence/Harassment Convention to form part of Nigeria laws.

26.0 APPRECIATION

26.1 The NGC wishes to express its profound appreciation to the following:

- All veterans who rendered services towards the growth and development of the Union
- The Leadership of Congress
- The Union's Solicitors and External Auditors
- Public Services International (PSI)
- All Elected National Leadership
- All Zonal, State Councils, NCCs and Women & Youths Commissions Leadership
- Our CSOs and Foreign Partners.
- Gentlemen of the fourth Estate of the realm and other friends too numerous to mention
- And more importantly our teeming members and the National Secretariat for the wonderful cooperation and support extended to the Union during the period under review.

27.0 CONCLUSION

- 27.1 The NGC wishes to remind the delegates that the expectation of our teeming membership in particular and the public in general on the outcome of this NDC-In-Session especially at this perilous time is very high.
- 27.2 It is on this note therefore, that we passionately appeal once again that delegates must conduct themselves in the best manner worthy of emulation to allow for a hitch free Conference.
- 27.3 We wish all delegates a fruitful and successful deliberations and journey mercies back to their various destinations after the Conference.

Comrade Benjamin Anto Uyanto, mni
National President

Comrade Aliyu Mohammed
General Secretary

**CONSTITUTION OF THE AMALGAMATED UNION OF PUBLIC CORPORATIONS, CIVIL
SERVICE TECHNICAL AND RECREATIONAL SERVICES EMPLOYEES (AUPCTRE)**

AREAS OF AMENDMENTS IN AUPCTRE 2022 CONSTITUTION

S/N	OLD 2022 CONSTITUTION	NEW 2026 PROPOSED AMENDMENTS
	RULE 1: NAME AND REGISTERED ADDRESS OF THE UNION	RULE 1: NAME AND REGISTERED ADDRESS OF THE UNION
	RULE 2: AIMS AND OBJECTIVES: (v) To advance the education and training of <u>the workers</u> (ix) To encourage Women and Youths <u>to participate</u> in Trade Union affairs (x) To ensure that employers comply with the provisions of the <u>Workmen's</u> Compensation Act and other related Labour Legislations (xii) To co-operate with Trade Unions in the Country <u>which</u> share common interest for protecting and advancing the interests of workers in the Public Service in particular and workers generally	RULE 2: AIMS AND OBJECTIVES: (v) To advance the education and training of <u>members</u> (ix) To encourage Women and Youths <u>participation</u> in Trade Union affairs (x) To ensure that employers comply with the provisions of the <u>Employees</u> Compensation Act and other related Labour Legislations (xii) To co-operate with Trade Unions in the Country <u>who</u> share common interest for protecting and advancing the interests of workers in the Public Service in particular and workers generally
	RULE 3: MEMBERSHIP AND OBLIGATIONS: (A) Membership (i) Membership of the Union shall be open to all workers/employees in: Federal and State owned Companies and Statutory Parastatals i.e Agencies, Authority, Boards, Commission etc. Federal and State Civil Services classified as <u>Technical personnel</u>, Sports	RULE 3: MEMBERSHIP AND OBLIGATIONS: (A) Membership (i) Membership of the Union shall be open to all workers/employees in: Federal and State owned Companies and Statutory Parastatals i.e Agencies, Authority, Boards, Commissions etc. Federal and State Civil Services classified as <u>Technical, Procurement, Store Officers,</u>

	Commission/Councils; Arts Councils, Stadia, public Recreation Clubs, Swimming Pools, Amusement Centres including Carnivals, Circuses, Zoological Gardens, National Parks and Services similarly classified	<u>Stock verifiers and other Personnels in</u> Sports Commission/Councils; Arts Councils, Stadia, public Recreation Clubs, Swimming Pools, Amusement Centres including Carnivals, Circuses, Zoological Gardens, National Parks and Services similarly classified
	RULE 5: CONSTITUTION, GOVERNMENT AND ADMINISTRATIVE ORGANS OF THE UNION: (c) Administrative Organs: (i) National Board of Trustees (NBOT) (ii) National Secretariat (NS) (iii) Zonal Councils/Zonal Secretariat (ZC/ZS) (iv) National Women Commission (NWC) (v) National Coordinating Committee (NCC) (vi) State Board of Trustees (SBOT) (vii) State Women Committee (SWC) (viii) Branches Coordinating Committee (BCC)	RULE 5: CONSTITUTION, GOVERNMENT AND ADMINISTRATIVE ORGANS OF THE UNION: (c) Administrative Organs: (i) National Board of Trustees (NBOT) (ii) National Secretariat (NS) (iii) Zonal Councils/Zonal Secretariat (ZC/ZS) (iv) National Women Commission (NWC) (v) National Coordinating Committee (NCC) (vi) <u>National Youths Commission (NYC)</u> (vii) State Board of Trustees (SBOT) (viii) State Women Committee (SWC) (ix) <u>State Youths Committee (SYC)</u> (x) Branches Coordinating Committee (BCC)
	RULE 6: (A) NATIONAL DELEGATES CONFERENCE (NDC): (iii) The National Governing Council (NGC) shall have the power to postpone the holding of the NDC for a period not exceeding <u>six (6)</u> months after the anniversary of the last Conference. (vii) The President shall preside over the Conference and in..... absence, any of the Vice Presidents.	RULE 6: (A) NATIONAL DELEGATES CONFERENCE (NDC): (iii) The National Governing Council (NGC) shall have the power to postpone the holding of the NDC for a period not exceeding <u>three (3)</u> months after the anniversary of the last Conference. (vii) The President shall preside over the Conference and in <u>his/her</u> absence, any of the <u>Deputies</u> or in <u>their absence</u> any of the Vice Presidents.

	(B) Delegates to National Conference (ii) State Delegates on the basis of every <u>Eight Million Naira (N8,000,000)</u> per Delegate	(B) Delegates to National Conference (ii) State Delegates on the basis of every <u>Forty Million Naira (N40,000,000)</u> per Delegate
	(D) Delegates to Special Conference (iii) If it would be for election of officers, State delegates shall be on the basis of : For every <u>500 fully paid up members- 1 delegate up to a maximum of 10 delegates.</u>	(D) Delegates to Special Conference (iii) If it would be for election of officers, State delegates shall be on the basis of : For every <u>forty-five million Naira (N45,000,000)-</u> 1 delegate. (deleted).....
	RULE 7 (A) NATIONAL GOVERNING COUNCIL (B) Composition of National Governing Council (v) <u>Zonal Vice Chairpersons, Treasurers and Secretaries</u>	RULE 7 (A) NATIONAL GOVERNING COUNCIL (B) Composition of National Governing Council (v) deleted (viii) Chairperson and Secretary of NYC
	RULE 9 (A) STATE DELEGATES CONFERENCE (SDC) (i) Every State shall hold quadrennial SDC not later than <u>six (6)</u> months after the NDC. The NEC shall on the recommendation of the General Secretary workout the timetable for SDC (ii) The SGC shall have the power to postpone the holding of the SDC when due as a result of unforeseen circumstance for a period not exceeding three (3) months <u>provided that the SGC shall have power to postpone SDC for another three (3) months.</u> (iv) (b) Branch delegates to be selected on the basis of <u>N4million</u> per delegate.	RULE 9 (A) STATE DELEGATES CONFERENCE (SDC) (i) All States shall hold quadrennial SDC on the same day not later than <u>three (3)</u> months after the NDC. The NEC shall on the recommendation of the General Secretary fix the date for the SDC. (ii) The SGC shall have the power to postpone the holding of the SDC when due as a result of unforeseen circumstance for a period not exceeding three (3) months. (iv) (b) Branch delegates to be selected on the basis of <u>N5million</u> per delegate.

	RULE 10 – (A) STATE GOVERNING COUNCIL (B) Composition of State Governing Council (SGC)	RULE 10 – (A) STATE GOVERNING COUNCIL (B) Composition of State Governing Council (SGC) (e) Chairperson and Secretary State Youths Committee
	RULE 13 – ADMINISTRATIVE ORGANS (C) Zonal Councils (iii) Zonal Secretariat Functions (1) The Zonal Secretary shall <u>held</u> the Zonal Secretariat. (D) National Women Commission (NWC) (E) National Coordinating Committee (NCC) of Federal Parastatals Branches (F) <u>State Board of Trustees (SBOT)</u> (G) <u>State Women Committee (SWC)</u> <u>(e)</u> The SWC shall meet at least once in every <u>three</u> months	RULE 13 – ADMINISTRATIVE ORGANS (C) Zonal Councils (iii) Zonal Secretariat Functions (1) The Zonal Secretary shall <u>head</u> the Zonal Secretariat. (D) National Women Commission (NWC) (viii) Meetings of National Women Commission shall hold once every six (6) months (E) National Coordinating Committee (NCC) of Federal Parastatals Branches (v) Delegates to NCC Conference shall be; all Branch Chairpersons and Secretaries within the Organization. (F) National Youths Commission (NYC) (i) The National Youths Commission shall comprise: (a) National Chairperson (b) Vice Chairperson (c) National Secretary (d) National Treasurer (e) National Asst. Secretary (f) National Financial Secretary (g) National Auditor (ii) The National Youths Commission shall meet at least once in six (6) months (iii) The National Youths Commission shall be accountable to the National Governing Council (NGC) and National Executive Council (NEC) (iv) The National Youths Commission shall ensure active participation of Youths both Males and Females in Trade Union activities

		(v)The National Youths Commission shall hold its Conference every four (4) years on date and time to be decided by the NGC and NEC. The delegates to the Conference shall be: (a) All National officers (b) Chairpersons and Secretaries of State Youths Committees, Youths Committee of FCT Abuja and Federal Organ Lagos. (G) State Board of Trustees (SBOT) (H) State Women Committee (SWC) (e) The SWC shall meet at least once in every <u>Six (6)</u> months. (I) State Youths Committee (SYC) (i) The State Youths Committee shall comprise: (a) State Chairperson who shall have the status of Vice Chairperson in the State Executive Council (SEC) (b) State Chairperson (c) State Vice Chairperson (d) State Secretary (e) State Treasurer (f) State Asst. Secretary (g) State Financial Secretary (h) State Auditor (ii) The State Youths Committee shall meet at least once every six (6) months (iii)The State Youths Committee shall ensure active participation of youths in Trade Union activities. (iv)State Youths Committee shall hold its Conference every four (4) years, delegation to the Conference shall be: (a) All the State Officers (b) Ten representatives from Branches
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		(c) National Youth Commission Officer and representative residing in the State (v)The State Youths Committee shall be accountable to the State Governing Council (SGC) and State Executive Council (SEC)
	RULE 14: HONORARY AND FULL-TIME OFFICERS OF THE UNION	RULE 14: HONORARY AND FULL-TIME OFFICERS OF THE UNION (xv) A full-time officer of the Union who attains the rank of General Secretary shall be seen as a lifetime member of the Union and shall not take up appointment with another Trade Union after retirement from service.
	RULE 19- UNION FUNDS 2. Imprest Account (a) National Secretariat A monthly sum not exceeding <u>One Million (N1,000,000)</u> shall be kept with the General Secretary as imprest <u>at any time and disburse same on signed requisition by the General Secretary, dully countersigned by the National President.</u> All the disbursement from the imprest account shall be accounted for in the approved form.	RULE 19- UNION FUNDS 2. Imprest Account (a) National Secretariat A monthly sum not exceeding <u>Two Million (N2,000,000)</u> shall be kept with the General Secretary as imprest. All the disbursement from the imprest account shall be accounted for in the approved form.
	RULE 24: VOTING (A) NATIONAL ELECTIVE POSTS: (i) Candidates for National posts shall be nominated by their primary constituencies, i.e Local Branch and seconded by at least five branches in the State in a prescribed form. (ii)Candidates for National Posts shall be nominated by their primary constituencies (local branches) and endorsed by the State	RULE 24: VOTING (A) NATIONAL ELECTIVE POSTS: (i) deleted (i)Candidates for National Posts shall be nominated by their primary constituencies (local branches) and endorsed by the State Councils of

	Councils of such candidates at a formal meeting and signed by State Chairperson and Secretaries.	such candidates at a formal meeting and signed by State Chairperson and Secretaries.
	APPENDIX 1- ZONAL COUNCILS The Zonal Councils of the Union Shall be as follows: 1. Central Zone: <u>with headquarters in Lokoja</u> comprising: Benue, Kaduna, Kogi, Kwara, Nasarawa, Niger and Plateau State Councils of the Union. 2. Eastern Zone: <u>with headquarters in Owerri</u> comprising: Abia, Anambra, Ebonyi, Enugu and Imo State Councils. 3. Federal Zone: <u>with headquarters in Abuja</u> comprising: Federal Capital Territory Council, all the Federal Coordinating Committees in the States of the Federation and Federal Organ Lagos. 4. North Eastern Zone: <u>with headquarters in Gombe</u> comprising: Adamawa, Bauchi, Borno, Gombe, Taraba and Yobe State Councils of the Union. 5. North Western Zone: <u>with headquarters in Kano</u> comprising: Jigawa, Kano, katsina, Kebbi, Sokoto and Zamfara State Councils. 6. South-South Zone: <u>with headquarters in Yenagoa</u> comprising: Akwa-Ibom, Bayelsa, Cross-River, Delta, Edo and Rivers State Councils.	APPENDIX 1- ZONAL COUNCILS The Zonal Councils of the Union Shall be as follows: 1. Central Zone: comprising: Benue, Kaduna, Kogi, Kwara, Nasarawa, Niger and Plateau State Councils of the Union. 2. Eastern Zone: comprising: Abia, Anambra, Ebonyi, Enugu and Imo State Councils 3. Federal Zone: comprising: Federal Capital Territory Council, all the Federal Coordinating Committees in the States of the Federation and Federal Organ Lagos. 4. North Eastern Zone: comprising: Adamawa, Bauchi, Borno, Gombe, Taraba and Yobe State Councils of the Union. 5. North Western Zone: comprising: Jigawa, Kano, katsina, Kebbi, Sokoto and Zamfara State Councils. 6. South-South Zone: comprising: Akwa-Ibom, Bayelsa, Cross-River, Delta, Edo and Rivers State Councils. 7. Western Zone: comprising: Ekiti, Lagos, Ogun, Ondo, Osun and Oyo State Councils of the Union.

	7. Western Zone: <u>with headquarters in Ibadan</u> comprising: Ekiti, Lagos, Ogun, Ondo, Osun and Oyo State Councils of the Union. The NEC shall have the power to change any of the Zonal Headquarters.	
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Committee Members:

- | | | |
|------------------------------|---|-------------|
| 1. Comrade Oyesanmi Ilesanmi | - | Chairperson |
| 2. Comrade Stephen Mbom | - | Member |
| 3. Comrade Comfort Otobo | - | Member |
| 4. Comrade Samari Innocent | - | Member |
| 5. Comrade Pius Panshik Esq. | - | Secretary |

SECOND SESSION

DATE: Wednesday 23rd and Thursday 24th September 2026

VENUE: Amani Events Centre, Kano, Kano State

Chairperson: Comrade Benjamin Anto Uyanto, mni- National President

Comrade Aliyu Mohammed - General Secretary

To be assisted by: Comrade Ilesanmi Oyesanmi - National Deputy President

Comrade Garba Shegay - National Vice President

Comrade Tasiu Lawal - National Vice President

Comrade Jojolola Adebajji - National Vice President

Comrade Eugene Manji - National Sec. Finance

Chairperson - Lagos State Council

Chairperson - Edo State Council

Chairperson - Kebbi State Council

Chairperson - Adamawa State Council

AGENDA

(i) Debate and adoption of Motions

(ii) Presentation and discussion of Report(s) from Conference Committees.

BREAK! BREAK!! BREAK!!!

MOTION 1

SUBJECT: RE-BUILDING A NEW NIGERIA.

REGRETTED that, the State of our Nation has continued to deteriorate and shift away from the aspiration and ideals of our forefathers.

NOTED that, Nigeria is blessed with incredibly rich diversity of people, Cultures, Religion, Mineral Resources, Oil And Gas, Arable lands that should make us the envy of the world.

AFFIRMED that, bad Leaders, Corruption, Religious, Ethnicity, weak Judicial System are variables that have continued to bring down the Nation.

NOTED that, the future of the Nigerian people most especially the youths have continued to be a mirage in the face of INSECURITY, BAD GOVERNANCE AND CORRUPTION.

CONVINCED that, we can rebuild the Nation by participating and electing new Leaders who are capable and have the capacity to build a better Nigeria in line with the visions and ideals of our forefathers, a Nigeria where no one is deprived of opportunities.

BE IT RESOLVED THEREFORE, THAT:

- The NDC-In-Session advocates that a new Nigeria requires intentional, systemic shifts focusing on Inclusive Economic Empowerment, Infrastructure Investment and a return to Meritocracy.
- The NDC-In-Session calls on Nigerian Government to address the issue of insecurity which have continued to deteriorate.

- The NDC-In-Session calls on the political class and the masses to shun Ethnicity and Religious Fanaticism, Corruption and all negative variables that will hinder the progress and growth of Nigeria

Sponsored by: Lagos State Council Supported by Adamawa State Council

MOTION 2

SUBJECT: GOVERNMENT/MANAGEMENTS INTERFERENCE IN TRADE UNION AFFAIRS

NOTED that Governments and Managements of Institutions (MDAs) have continued interfering in the affairs of Trade Unions which is an infringement on trade Union rights to Unionize, Organize and Bargain collectively.

OBSERVED that the interference from Government and Management is a deliberate attempt to weaken the collective struggle of workers which has continued to hinder the advancement of the welfare of the Working Class.

REGRETTED that some Trade Unions have continued to collaborate with the Government and Management to interfere and violate the provision of Trade Unions Act and fundamental human rights of workers in the workplace. The case of Corporate Affairs Commission (CAC), Industrial Training Fund (ITF) and Ogun State Property Investment Company (OPIC) are good examples of interference by Management.

The NDC-In-Session resolved that:

- Managements of Government Institutions should stop interfering into the affairs of Trade Unions in the interest of harmonious Industrial Relations.
- Membership of Trade Union is voluntary and **it is only the worker that are authorized by law to decide which Union he / she wishes to belong that can adequately protect his / her interest in the workplace.**
- Intrusion of Managements of Institutions into Trade Union affairs is illegal and it should be stopped.

- Workers, especially AUPCTRE members, should rise to defend the workers and union rights whenever Management interferes in the affairs of the Union in line with Trade Union Amendment (Act) 2005.

Sponsored by National Executive Council (NEC) and supported by National Governing Council (NGC)

MOTION 3

SUBJECT: NEED FOR A LIVING WAGE FOR NIGERIAN WORKERS

HAVING critically examined the prevailing socio-economic realities confronting Nigerian workers and Pensioners;

NOTE with serious concern the rising cost of living occasioned by inflation, high transportation costs, increase in electricity tariff, escalating food prices, housing challenges and continuous depreciation in the purchasing power of workers' wages;

OBSERVE that despite the recent review of the National Minimum Wage, the take home pay of workers can no longer adequately meet the basic needs of workers and their families.

FURTHER OBSERVE that workers remain the engine room of national development and deserve wage capable of guaranteeing decent living standards, improved productivity and industrial harmony;

CONCERNED that the worsening economic hardship has pushed many workers into indebtedness, poverty and untold suffering despite years of dedicated service to the nation;

RECONGNIZE the Constitutional responsibility of government to promote the welfare and dignity of citizens and workers in particular;

HEREBY RESOLVED AS FOLLOWS:

- To demand from the Federal Government, State Government and all employers of labour the immediate implementation of a realistic living wage for Nigerian workers that reflects current economic realities.

- To call on the Federal Government to establish a periodic wage adjustment mechanism tied to inflation and cost of living indices in order to protect workers from economic hardship
- To urge all tiers of government to immediately implement existing wage awards, allowances and other negotiated benefits due to workers.
- To mandate the leadership of Nigeria Labour Congress (NLC), Trade Union Congress (TUC), National Joint Public Negotiating Council (NJPNC) and affiliate Unions to intensify advocacy and collective engagement towards securing a sustainable living wage for all Nigerian workers.
- To call on government at all levels to prioritize workers' welfare through affordable housing schemes, subsidized transportation, accessible healthcare and quality education.
- To affirm the commitment of the rights, dignity and welfare of Nigerian workers through legitimate democratic and industrial process.

The conference reiterates that no nation can achieve meaningful growth and stability when its workforce is subjected to poverty wages. A living wage is not a privilege but a fundamental necessity for social justice, economic stability and national development.

Sponsored by National Executive Council (NEC) and supported by National Governing Council (NGC)

MOTION 4

**SUBJECT: NATIONAL HOUSING FUND AND THE INADEQUATE
FEDERAL GOVERNMENT HOUSING PROVISION FOR
WORKERS**

WHEREAS decent housing remains one of the fundamental needs of every worker and an essential component of social welfare and economic stability.

AWARE that Nigerian workers have consistently contributed to the National Housing Fund (NHF) through statutory deductions from their salaries with the expectation of accessible and affordable housing opportunities;

CONCERNED that despite the continuous contribution of workers into the NHF Scheme, the housing deficit in Nigeria continues to rise with millions of workers unable to own decent homes due to high mortgage rates, rising costs of building materials, inflation, poor wages and inadequate Government intervention;

DISTURBED that the recent approval of the meager sum of Ten Billion Naira (₦10 Billion) by the Federal Government for housing provision is grossly inadequate considering the enormous housing deficit facing Nigerian Workers and the general populace;

FURTHER DISTURBED that the approved amount cannot meaningfully address the housing needs of workers across the federation, especially in the face of the prevailing economic hardship, high cost of rent, and rapid urban population growth;

OBSERVED that workers who contribute to the NHF continue to face bureaucratic bottlenecks, delays, stringent conditions and limited access to affordable Mortgage facilities under the Scheme;

NDC-IN-SESSION THEREFORE RESOLVES TO:

- Demand a substantial upward review of government budgetary allocation to the housing sector beyond the inadequate ₦10 billion and ensure implementation.
- Call on the Federal Government to prioritize the construction of affordable mass housing schemes specifically targeted at workers and low-income earners across the country.
- Demand comprehensive reforms in the administration of the NHF to ensure transparency, accessibility, and ease of access for contributors.
- Urge the Federal Mortgage Bank of Nigeria to simplify mortgage application procedures and reduce bureaucratic obstacles confronting workers.
- Call on State Governments to compliment Federal efforts through worker - friendly housing schemes and land allocation policies.
- Mandate the leadership of AUPCTRE to collaborate with the Nigeria Labour Congress (NLC) and other progressive labour organizations to intensify advocacy for affordable housing and improved welfare for Nigeria Workers.
- Call for periodic audit and public accountability of all funds contributed by workers under the NHF Scheme.

Sponsored by Ekiti State Council and supported by Sokoto State Council

MOTION 5

**SUBJECT: SAFEGUARDING THE INTEGRITY OF THE 2027
GENERAL ELECTIONS**

AWARE that the Independent National Electoral Commission (INEC) has scheduled presidential/ National Assembly Elections for 16th January 2027 and Governorship/State Assembly Elections for **6th February 2027**. Despite its mandate as neutral umpire, Independent National Electoral Commission (INEC) faces concerns over interference in party internal affairs, selective recognition of factions, and avoidable litigation, while party primaries continue to suffer irregularities, imposition, violence and fraudulent collation. These issues alongside electoral violence and moves towards a one-party system, threatens democratic pluralism and public trust.

ADVICE that the Independent National Electoral Commission (INEC) must strictly adhere to its statutory role and respect court rulings on party matters, while political parties ensure transparent, inclusive primaries in line with their constitutions. Security Agencies and the Independent National Electoral Commission (INEC) should collaborate to prevent violence and prosecute offenders without bias.

CONCERNED that interference, flawed primaries, and intimidation erode trust and weaken multi-party democracy.

CONVINCED that credible 2027 elections requires INEC'S neutrality, transparent primaries, and strict enforcement of the Electoral Act .

BE IT RESOLVED THEREFORE THAT:

- INEC must cease interference in party affairs and recognize only outcomes consistent with the Electoral Act 2026 and court rulings.
- INEC should monitor primaries, sanction violations and publish findings in line with its mandate to ensure credible candidates selection.

- The National Assembly and INEC should align all guidelines with the Electoral Act 2026, as affirmed by the Federal High Court judgement of **21st May 2026**.
- Security agencies must remain neutral and prosecute electoral crimes, including violence and vote buying, which attracts up to two (2) years imprisonment or fines under the Act.
- Parties should adopt transparent candidates selection, open primaries to observers and submit accurate digital membership registers.
- INEC must ensure real - time uploading of polling unit results to IREV, address technical gaps identified in 2023, and define “communication failure” to reduce disputes.
- The Union rejects any move toward a one-party system and supports multiparty competition as expressed by opposition parties in April 2026.
- Trade Union leadership should present this motion and engage INEC, IPAC, and the National Assembly for them to follow the laid down rules and do the needful so as to arrive at a hitch-free 2027 elections.

Sponsored by Abia State Council and supported by Katsina State Council

MOTION 6

SUBJECT: PRIVATIZATION OF PUBLIC UTILITIES (NATIONAL THEATRE)

AWARE that the Government of Nigeria has continued the practice of privatization of Public Utilities which involves transferring the ownership or management of essential or Public Services, such as Water, Electricity, Telecommunications, Waste Management and now National Theatre from Government to private Corporate Entities.

OBSERVE that the practice of Privatization of Public Utilities which is now handled by the Capitalist has continued to inflict pains on people in terms of price hike, loss of accountability and profit over people syndrome.

BE IT RESOLVED THEREFORE THAT

- The NDC-In -Session strongly condemns in all totality any form of Privatization in disguise and that all Public Assets that have either been privatized or concessioned should be recovered, funded and managed by Public Institutions to enable the Nigeria Populace to enjoy the dividends of democracy and good governance.
- The NDC-In Session is urging our Union to keep collaborating with PSI, National and International Civil Society Organizations to intensify efforts on advocacy and campaign against privatization with a view to mount pressure on Government to jettison privatization.

Sponsored by Delta State Council and supported by FCT Council

MOTION 7

SUBJECT: NIGERIAN ECONOMIC CRISIS

WHEREAS the Nigerian economy is presently facing severe hardship characterized by rising inflation, high unemployment, persistent depreciation of the naira, escalating cost of living, increased electricity tariffs, high transportation costs, insecurity and worsening poverty among the working class and the masses;

CONCERNED that workers in both the public and private sectors are experiencing unprecedented economic pressure due to the removal of fuel subsidy, increased taxation, stagnant wages and the continuous erosion of workers' purchasing power;

DISTURBED that the current economic realities have further weakened public institutions, reduced access to quality healthcare, education and housing, while exposing workers and pensioners to untold suffering.

FURTHER DISTURBED that the government policies aimed at economic reforms have largely failed to adequately protect workers and vulnerable Nigerians through effective social protection measures and sustainable economic alternative;

OBSERVED that the labour movement has a historic responsibility to defend workers' welfare, promote social justice and advocacy for people oriented economic policies;

THEREFORE, BE IT RESOLVED THAT:

- The National Delegates Conference (NDC) of AUPCTRE expresses deep concern over the worsening economic crisis and its devastating effects on Nigerian workers and the masses.

- The Conference calls on the Federal Government of Nigeria to urgently implement comprehensive economic measures achieved at reducing inflation, stabilizing the naira and improving the living conditions of citizens.
- The Conference demands the immediate implementation of a realistic living wage and periodic wage review mechanisms to reflect prevailing economic realities in the Country.
- The Conference urges all levels of government to prioritize job creation, industrial development, agricultural production and investment in critical public infrastructures as sustainable solutions to the economic crisis.
- The Conference condemns the indiscriminate increase in electricity tariffs, taxation and other policies that further impoverish workers without corresponding improvement in Public Services.
- The Conference calls for greater transparency, accountability and prudent management of public resources in order to curb corruption and waste in governance.
- The Conference mandate the national leadership of AUPCTRE to continue collaborating with organized labour movement and civil society organization in advocating policies that protect workers and defend the socio-economic rights of Nigerians.
- The Conference further directs all organs of the Union to intensify mobilization, workers' education and engagement with government institutions toward achieving economic justice and improved welfare for workers.

Sponsored by National Executive Council (NEC) and supported by National Governing Council (NGC)

MOTION 8

SUBJECT: THE MENACE OF CORRUPTION IN NIGERIA

THE NDC-IN-SESSION NOTES with grave concern the persistent and pervasive menace of corruption in Nigeria, which continues to undermine national development, weaken public institutions, discourage investment, and deprive citizens of access to essential social services.

THE NDC-IN-SESSION OBSERVES THAT:

- Corruption remains one of the greatest obstacles to economic growth, social justice, accountability, and social governance in Nigeria.
- The diversion and mismanagement of public resources have contributed significantly to the deterioration of public infrastructure, inadequate healthcare delivery, poor educational facilities, unemployment, and widespread poverty.
- Workers and pensioners are often the greatest victims of corruption through delayed salaries, unpaid pension, poor working conditions, and the denial of legitimate entitlements.
- Corruption in Public Procurements, Revenue collection, and project execution has resulted in enormous losses to the nation and has hindered sustainable development.
- The fight against corruption requires collective action involving government institutions, workers, Civil Society Organizations, Trade Unions, and the general public.

NDC-IN-SESSION THEREFORE RESOLVED THAT:

- AUPCTRE shall continue to champion transparency, accountability, and ethical conduct in all public institutions where its members are employed.
- The Federal, State, and Local Governments should strengthen anti-corruption institutions and ensure that all corruption cases are investigated and prosecuted without fear or favour.

- Government should enforce strict compliance with public procurement laws, financial regulations, and due process mechanisms at all levels.
- Public officers found guilty of corruption should be subjected to appropriate sanctions, including recovery of stolen assets and prosecution in accordance with the law.
- Whistleblower protection mechanisms should be strengthened to encourage citizens and workers to expose corruption practices without fear of victimization.
- Trade Unions and civil society organization should intensify public enlightenment campaigns aimed at promoting integrity, patriotism and accountability in Public Service.
- Government should address the root causes of corruption through improved remuneration, better welfare packages, institutional reforms and the promotion of a culture of transparency.

Sponsored by FCT Council and supported by Federal Organ Lagos.

MOTION 9

**SUBJECT: WORSENING STATE OF INSECURITY AND INTERNAL
DISPLACEMENT IN NIGERIA**

NOTE with grave concern the persistent insecurity across Nigeria, including terrorism, banditry, kidnapping, communal conflicts, armed attacks, and other criminal activities.

OBSERVE that the escalating insecurity has resulted in the displacement of millions of Nigerians from their homes and communities, thereby increasing the population of Internally Displaced Persons (IDPs) across the country.

NOTE that workers and their families have not been spared from these unfortunate developments, with many losing their lives, livelihoods, properties, and means of sustenance.

CONCERNED that insecurity and displacement have negatively impacted economic activities, public service delivery, education, healthcare, agriculture, and national development.

RECOGNIZE that the efforts of security agencies, humanitarian organizations, and communities in addressing these challenges, but notes that more coordinated and decisive actions are required.

THEREFORE, BE IT RESOLVED THAT:

- AUPCTRE condemns all forms of violence, terrorism, banditry, kidnapping, and criminal activities threatening the peace, unity, and stability of Nigeria.
- The Federal Government should strengthen security architecture, improve intelligence gathering, equip security agencies adequately, and ensure greater accountability in the fight against insecurity.

- Government at all levels should provide adequate humanitarian assistance, rehabilitation, and resettlement support to Internally Displaced Persons (IDPs) and affected communities.
- Special attention should be given to the protection of workers, public institutions, and critical national infrastructure across the country.
- Government should address the root causes of insecurity, including unemployment, poverty, social exclusion, and youth disenfranchisement through sustainable economic and social policies.
- AUPCTRE shall continue to collaborate with the Nigeria Labour Congress (NLC), civil society organizations, and other stakeholders in advocating for peace, security, social justice, and the protection of citizens' rights.
- This National Delegates Conference calls on all Nigerians to promote peaceful coexistence, national unity, and support lawful measures aimed at restoring security and stability throughout the country.

Sponsored by Akwa-Ibom State Council and supported by Borno State Council

MOTION 10

SUBJECT: APPOINTMENT OF THE GENERAL SECRETARY

NOTE that after the retirement of the General Secretary Comrade Sikiru Waheed on **8th October 2025** the Union was being overseen by the most senior Head of Department until **1st April 2026** when a substantive General Secretary was appointed by the National Governing Council (NGC).

AWARE that the appointed General Secretary is Comrade Aliyu Mohamed. He has since assumed office as the substantive General Secretary.

DERIVING FROM THE ABOVE, the NDC-In-Session is therefore called upon to ratify his appointment as the substantive General Secretary of the Union with effect from **1st April 2026**.

Sponsored by National Executive Council (NEC) and supported by National Governing Council (NGC).

CONFERENCE COMMITTEES & FUNCTIONS

1. CONFERENCE COORDINATING COMMITTEE

FUNCTIONS:

- ❖ Shall coordinate all activities during the Conference.
- ❖ Ensure that the Conference accomplishes the agenda for each Session.
- ❖ Propose variations in the agenda if necessary.
- ❖ Prepare draft statements and Press Releases to be considered by the Conference-In-Session.
- ❖ Handle all issues concerning the press and all other Agencies.
- ❖ Supervision of venue and hotel accommodation for all delegates/guests.
- ❖ Ensure that the venue of the Conference is conducive for deliberations at both opening and business sessions.

MEMBERS

- | | | |
|--------------------------------|---|-------------|
| 1. Comrade Ilesanmi Oyesanmi. | - | Chairperson |
| 2. Comrade Comfort Otoho | - | Member |
| 3. Comrade Dinepre Torukeregha | - | Member |
| 4. Comrade Pius Panshik Esq. | - | Member |
| 5. Comrade Kudu Ambrose | - | Secretary |

2. CONSTITUTION REVIEW COMMITTEE

FUNCTIONS

- ❖ Shall receive and collate all proposed amendment(s) of the Union Constitution from all organs of the Union.
- ❖ Shall present to NDC the draft of the proposed amendment to the Union Constitution.

MEMBERS

- | | | |
|------------------------------|---|-------------|
| 1. Com. Ilesanmi Oyesanmi | - | Chairperson |
| 2. Com. Comfort Otobo | - | Member |
| 3. Com. Stephen Mbom | - | Member |
| 4. Com. Samari Innocent John | - | Member |
| 5. Com. Pius Panshik Esq. | - | Secretary |

3. CREDENTIAL COMMITTEE

FUNCTIONS

- ❖ Shall Accredite all Delegates
- ❖ Shall check credentials of all candidates seeking for elective positions and report to the Conference-In-Session.
- ❖ Consider and resolve disputes on delegation and report same to the Conference-In-Session.

MEMBERS

- | | | |
|---------------------------------|---|-------------|
| 1. Comrade Abdullahi Ibrahim | - | Chairperson |
| 2. Comrade Sure Chibuzor | - | Member |
| 3. Comrade Florence Yori | - | Member |
| 4. Comrade Jojolola Adebajji | - | Member |
| 5. Comrade Dinepre Torukeregha | - | Member |
| 6. Comrade Samari Innocent John | - | Member |
| 7. Comrade Pius Panshik Esq. | - | Secretary |

4. **RESOLUTIONS COMMITTEE**

FUNCTIONS

- ❖ Shall prepare general and specific resolution(s) to be put before the Conference-In-Session.

MEMBERS

- | | | |
|-----------------------------|---|-------------|
| 1. Comrade Yusuf Buba | - | Chairperson |
| 2. Comrade Tasiu Lawal | - | Member |
| 3. Comrade Garba Shegay | - | Member |
| 4. Comrade Christianah Okon | - | Member |
| 5. Comrade Ibrahim Muhamed | - | Secretary |

5. **FINANCE COMMITTEE**

FUNCTIONS

- ❖ Responsible for making recommendation(s) from the National Board of Trustees (NBOT), Internal and External Auditor's Reports on the Union's finances to the Conference-In-Session.

MEMBERS

- | | | |
|----------------------------------|---|-------------|
| 1. Comrade Henry Urombo | - | Chairperson |
| 2. Comrade Agama Judith | - | Member |
| 3. Comrade Abdulwahab Abdulrazak | - | Member |
| 4. Comrade Eugene Manji | - | Member |
| 5. Comrade Godwin Akpan | - | Member |
| 6. Comrade Comfort Onah Ootobo | - | Member |
| 7. Comrade Ambrose Kudu | - | Secretary |

6. **RAPORTEURS AND DOCUMENTATION COMMITTEE**

FUNCTIONS

- ❖ Shall take recordings of the proceedings of the Conference-In-Session

MEMBERS

- | | | |
|-----------------------------|---|-------------|
| 1. Comrade Samari Innocent | - | Chairperson |
| 2. Comrade Habakkuk Stephen | - | Member |
| 3. Comrade Adebanjo Opeyemi | - | Member |
| 4. Comrade Usman Saleh A. | - | Member |
| 5. Comrade Grace Uzembe | - | Member |
| 6. Comrade Faisal Ibrahim | - | Member |
| 7. Comrade Taiwo Adesola | - | Member |
| 8. Comrade Adebanjo Jubril | - | Secretary |

7. **PROTOCOL AND PUBLICITY COMMITTEE**

FUNCTION

- ❖ Shall handle all matters connected with protocol. This also includes the Management of the Opening Session.

MEMBERS

- | | | |
|--------------------------------|---|-------------|
| 1. Comrade Comfort Otobo | - | Chairperson |
| 2. Comrade Florence Yori | - | Member |
| 3. Comrade Stephen Mbom | - | Member |
| 4. Comrade Dinepre Torukeregha | - | Member |
| 5. Comrade Ibrahim Mohamed | - | Member |
| 6. Comrade Saliu Suleiman | - | Member |
| 7. Comrade Abiodun Bakare | - | Secretary |

8. **WELFARE COMMITTEE**

FUNCTIONS:

- ❖ Shall be responsible for the welfare of delegates such as entertainments at sessions.

MEMBERS

- | | | |
|-----------------------------------|---|-------------|
| 1. Comrade Sure Chibuzor | - | Chairperson |
| 2. Comrade Abdulhamid Usman | - | Member |
| 3. Comrade Pius Panshik Esq. | - | Member |
| 4. Comrade Basil Chibuzor Victory | - | Member |
| 5. Comrade Ibrahim Muhamed | - | Member |
| 6. Comrade Abdulbaki Attahiru | - | Member |
| 7. Comrade Okon Christiana B. | - | Secretary |

9. **SECRETARIAT STAFF**

- ❖ Shall be responsible for typing, accounting, documentation, driving and running errands.

- | | | |
|---------------------------------|---|-------------|
| 1. Comrade Kasimu Mohammed | - | Coordinator |
| 2. Comrade Ayodele Damilola | | |
| 3. Comrade Olarewaju Funmilola | | |
| 4. Comrade Gloria Badre | | |
| 5. Comrade Mustapha Isiaka | | |
| 6. Comrade Jaku A. Musa | | |
| 7. Comrade Joshua Koda | | |
| 8. Comrade Ibrahim Sifiyanu | | |
| 9. Comrade Eugene I. | | |
| 10. Comrade Christopher Comfort | | |
| 11. Comrade Abah Sunday | | |
| 12. Comrade Stephen Yilchir | | |
| 13. Comrade Veronica Ibrahim | | |
| 14. Comrade Haruna Abdullahi | | |
| 15. Comrade Blessing Audu | | |

10 MASTER OF CEREMONY COMMITTEE

FUNCTIONS:

- ❖ Shall be responsible for the engagement of the audience, introduction of speakers and keep the event on schedule

MEMBERS

- | | | |
|------------------------------|---|-------------|
| 1. Comrade Ambrose Kudu, ACA | - | Chairperson |
| 2. Comrade Adebanjo Jubril | - | Secretary |

THIRD SESSION

DATE: Wednesday 23rd and Thursday 24th September 2026

VENUE: Amani Events Centre, Kano, Kano State

Chairperson: Comrade Benjamin Anto Uyanto, mni- National President

Comrade Aliyu Mohammed - General Secretary

To be assisted by: Comrade Abdullahi Ibrahim - National Deputy President

Comrade Ilesanmi Oyesanmi - National Deputy President

Comrade Comfort Ootobo - National Vice President

Comrade Perpetual Wellington- National Vice President

Comrade Yusuf Buba - National Vice President

Comrade Garba Shegay - National Vice President

Comrade Sure Chibuzor - National Vice President

Comrade Idris Mahmud - National Vice President

Comrade Tasiu Lawal - National Vice President

Comrade Henry Urombo - National Treasurer

Comrade Eugene Manji - National Secretary Finance

AGENDA

- (i) Report from Credentials Committee
- (ii) Appointment of Electoral/Returning officers
- (iii) Dissolution of elected members of NEC
- (iv) Election of officers
- (v) Swearing in of the Elected Officers
- (vi) Acceptance Speech by the Elected National President
- (vii) Adjournment of the Conference
- (viii) Prayer
- (ix) Victory/Solidarity Song

ACCREDITED DELEGATES FOR 7TH QUADRENNIAL NATIONAL DELEGATES CONFERENCE ON WEDNESDAY 23RD AND THURSDAY 24TH SEPTEMBER 2026 AT AMANI EVENTS CENTRE NO 3, TAMANDU ROAD GRA, NASARAWA ALONG LODGE ROAD, KANO, KANO STATE

NEC MEMBERS: (36 DELEGATES)

1. Comrade Benjamin Anto, Uyanto, mni - National President
2. Comrade Aliyu Mohammed, PhD - General Secretary
3. Comrade Ibrahim Abdullahi - National Deputy President
4. Comrade Oyesanmi Ilesanmi - National Deputy President
5. Comrade Yusuf D. Buba - National Vice President, Federal Zone
6. Comrade Tasiu Lawal - National Vice President, North West
7. Comrade Garba D. Sheegay - National Vice President, North East
8. Comrade Adebanji A. Jojolola - National Vice President, South West
9. Comrade Mahmud Idris - National Vice President, North Central
10. Comrade Comfort Otoho - National Vice President NWC
11. Comrade Okafor Sure Chibuzo - National Vice President, South East
12. Comrade Urombo Henry - National Treasurer
13. Comrade Eugene Manji - National Secretary Finance
14. Comrade Labaran Buhari - National Internal Auditor
15. Comrade Agama Judith A. - National Internal Auditor
16. Comrade Florence Yori - National Ex-Officio
17. Comrade Usman Abdullhamid - National Ex-Officio
18. Comrade Akpan Godwim S. - National Ex-Officio
19. Comrade Abdulwahab Abdulrazak - National Ex-Officio
20. Comrade Mbom Stephen - National Ex-Officio
21. Comrade Umar Grema Dikko - National Ex-Officio
22. Comrade Donald Dikeocha - National Ex-Officio
23. Comrade Jemila Balogun - National Ex-Officio

24. Comrade Dinepre Torukeregha	-	HOD Education & International
25. Comrade Pius Panshik Esq.	-	HOD Industrial Relations & Organizing
26. Comrade Okon Christianah Basey	-	HOD Women & Youths
27. Comrade Samari Innocent John	-	HOD Admin & Supplies
28. Comrade Kudu Ambrose, ACA	-	HOD Finance & Accounts
29. Comrade Ibrahim Mohammed	-	DHOD Industrial Relations & Organizing
30. Comrade Abdulbaki Attahiru	-	Zonal Secretary North-Western Zone
31. Comrade Saliu Suleiman	-	Zonal Secretary Central Zone
32. Comrade Abiodun Bakare	-	Zonal Secretary Western Zone
33. Comrade Ozoh Amaka	-	Zonal Secretary Federal Zone
34. Comrade Uwadi Ekere	-	Zonal Secretary Eastern Zone
35. Comrade Habakkuk Stephen	-	Zonal Secretary North-East Zone
36. Comrade Omogbe Sunday	-	Zonal Secretary South-South Zone

NATIONAL WOMEN COMMISSION

37. Comrade Lois Ladan	-	Assistant Secretary, NWC
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ZONAL WOMEN COMMITTEE - 7 DELEGATES

38. Comrade Akoje Mariha	-	Central Zone
39. Comrade Lydia Bitrus	-	North-East Zone
40. Comrade Adebajo Adedoyin	-	Western Zone
41. Comrade Joy Sunday	-	South-South Zone
42. Comrade Ogechi Ibeto	-	Federal Zone
43. Comrade Elizabeth Chukwuezi	-	Eastern Zone
44. Comrade Hafsat Mohammed	-	North-West Zone

ABIA STATE COUNCIL - 2 DELEGATES

45. Comrade Basil Chibuzo
46. Comrade Onuola Dominic

ADAMAWA STATE COUNCIL - 2 DELEGATES

- 47. Comrade Moses Helda
- 48. Comrade Saleh Usman

AKWA IBOM STATE COUNCIL - 6 DELEGATES

- 49. Comrade Francis Ubit
- 50. Comrade Ubong Udom
- 51. Comrade Emmanuel Akpan
- 52. Comrade Johnson Ekong Essien
- 53. Comrade Godsdan Udoette
- 54. Comrade Idu Okolo

ANAMBRA STATE COUNCIL - 2 DELEGATES

- 55. Comrade Emmanuel Onyejiaka
- 56. Comrade Chris Nwosu

BAUCHI STATE COUNCIL - 4 DELEGATES

- 57. Comrade Salem Umar Misau
- 58. Comrade Usman Adamu Saleh
- 59. Comrade Abdulhamid Abdullahi
- 60. Comrade Hadiza Ibrahim Yunusa

BAYELSA STATE COUNCIL - 5 DELEGATES

- 61. Comrade Tonbara Warikoru
- 62. Comrade Degi Ebiegbere
- 63. Comrade Terefa Goodluck
- 64. Comrade Claris Aye
- 65. Comrade Ruth Victor

BENUE STATE COUNCIL - 3 DELEGATES

- 66. Comrade Aloysius A. Umaja
- 67. Comrade Ben O. Imande
- 68. Comrade Guda Gabriel T.

BORNO STATE COUNCIL - 4 DELEGATES

- 69. Comrade Mohammed Adamu
- 70. Comrade Yakubu Abdulrazak
- 71. Comrade Abdullahi Musa

72. Comrade Ibrahim Bukar

CROSS RIVER STATE COUNCIL - 3 DELEGATES

73. Comrade Fidelis Uzu

74. Comrade Joseph Alexander

75. Comrade Ogban Uffia Obin

DELTA STATE COUNCIL - 6 DELEGATES

76. Comrade Lawrence Otueroro

77. Comrade Monday Chekpe

78. Comrade Benjamin Mukoro

79. Comrade Monday Osuere

80. Comrade Tessy Asubuike

81. Comrade Alexander Ataerien Urombo

EBONYI STATE COUNCIL - 2 DELEGATES

82. Comrade Sunday Ogbu T.

83. Comrade Osaji Jacob

EDO STATE COUNCIL - 4 DELEGATES

84. Comrade Bernard Joman

85. Comrade Omole Michael

86. Comrade Osilukpon Isreal

87. Comrade Edwin Omoragbon

EKITI STATE COUNCIL - 3 DELEGATES

88. Comrade Farotimi Olusoji

89. Comrade Anifowose Caleb

90. Comrade Adu George

ENUGU STATE COUNCIL - 3 DELEGATES

91. Comrade Oliver C. Agu

92. Comrade Chukwude James Friday

93. Comrade Nnamuchi Anthony

FEDERAL ORGAN LAGOS - 4 DELEGATES

- 94. Comrade Momodu A. Dawdu
- 95. Comrade Omotola A. Babatunde
- 96. Comrade Olatunji Omodolapo M.
- 97. Comrade Olusegun Lawal

FEDERAL CAPITAL TERRITORY (FCT) COUNCIL - 15 DELEGATES

- 98. Comrade (Dr) Aliyu Maradun
- 99. Comrade Jubril S. Adebaj
- 100. Comrade Diepiribo Briggs
- 101. Comrade Nuhu Shehu
- 102. Comrade Altine Glen Tabak
- 103. Comrade Ameh Edibo
- 104. Comrade Oluwatoyin M. Solomon
- 105. Comrade Nike Akano
- 106. Comrade Usman Abdullahi
- 107. Comrade Hyginus Anyadiegwu
- 108. Comrade Ferdinand Ata
- 109. Comrade Omotayo Alaba
- 110. Comrade Habib Ahmed Kiru
- 111. Comrade Idris Abdulmumin
- 112. Comrade Yakubu Ishaku Yabra

GOMBE STATE COUNCIL - 4 DELEGATES

- 113. Comrade Dalaky M. Kure
- 114. Comrade Balakambu Reuben
- 115. Comrade Adamu Yahaya
- 116. Comrade Sadiq Abubakar

IMO STATE COUNCIL - 3 DELEGATES

- 117. Comrade Anele Kelechi
- 118. Comrade Kanayo Ibeauwuchi
- 119. Comrade Oluchukwu Ogbonna

JIGAWA STATE COUNCIL - 3 DELEGATES

- 120. Comrade Idris Musa Bulango
- 121. Comrade Abbati Muhammad
- 122. Comrade Wada Fagam

KADUNA STATE COUNCIL - 3 DELEGATES

- 123. Comrade Danjuma Yusuf
- 124. Comrade Yusuf Anto Secretary
- 125. Comrade Aisha Jafar

KANO STATE COUNCIL - 3 DELEGATES

- 126. Comrade Rabiu Abdulrahman
- 127. Comrade Baba Magaji Gaya
- 128. Comrade Yukur Abba

KASTINA STATE COUNCIL - 4 DELEGATES

- 129. Comrade Abubakar G. Ibrahim
- 130. Comrade Sabi'u Muhammad
- 131. Comrade Kabir Gambo
- 132. Comrade Ahmed K. Galadima

KEBBI STATE COUNCIL 3 DELEGATES

- 133. Comrade Aliyu Muhammad Muhuta
- 134. Comrade Faizal Muhammad Ibrahim
- 135. Comrade Muhammad Lawal Boyi

KOGI STATE COUNCIL - 3 DELEGATES

- 136. Comrade Ahmed Dauda Enesi
- 137. Comrade Abubakar Usman
- 138. Comrade Obafemi Modupe

KWARA STATE COUNCIL - 4 DELEGATES

- 139. Comrade Salmon Gani
- 140. Comrade Saka Taofeek
- 141. Comrade Babatunde Yaqoob
- 142. Comrade (Mrs) Garba Kudirat Jummai

LAGOS STATE COUNCIL - 12 DELEGATES

- 143. Comrade Ige-Jenyo Olawale
- 144. Comrade Okojie Innocent
- 145. Comrade Aribisala Olufemi
- 146. Comrade Balogun Lukman

- 147. Comrade Ngozi Edet
- 148. Comrade Ramoni Olawoyin
- 149. Comrade Adenekan Taiwo
- 150. Comrade Sunday. S Ojo
- 151. Comrade Faleye Oluwadamilare
- 152. Comrade Afolabi Felix
- 153. Comrade Olumide Bamidele
- 154. Comrade Awojurin Adetayo

NASARAWA STATE COUNCIL - 3 DELEGATES

- 155. Comrade Ishaku Adamu Kwanaki
- 156. Comrade Joseph Kure
- 157. Comrade Dauda John

NIGER STATE COUNCIL - 4 DELEGATES

- 158. Comrade Zamani Abubakar Kastsina
- 159. Comrade Abdullahi Babagana
- 160. Comrade Ahmed Yakubu Gwam
- 161. Comrade Mahmud Alhaji Yahaya

OGUN STATE COUNCIL - 4 DELEGATES

- 162. Comrade Sunday Fagbenro John
- 163. Comrade Alikali Alidu
- 164. Comrade Jacobs Oluwaseun Omolaja
- 165. Comrade Amusa Dare Samuel

ONDO STATE COUNCIL - 4 DELEGATES

- 166. Comrade Ebiseni Amos Kayode
- 167. Comrade Moniade Francis Segun
- 168. Comrade Osifo Moses
- 169. Comrade Akerele Jacob

OSUN STATE COUNCIL - 4 DELEGATES

- 170. Comrade Lekan Adediran
- 171. Comrade Alo Adeniyi Clement
- 172. Comrade Adewumi Sunday
- 173. Comrade Adeleke Tajudeen Adebayo

OYO STATE COUNCIL - 3 DELEGATES

- 174. Comrade Yusuf Abiodun Isiaka
- 175. Comrade Taiwo Adesola Mokunfayo
- 176. Comrade Akinboade Wakili Olawale

PLATEAU STATE COUNCIL - 3 DELEGATES

- 177. Comrade Mohammed Sakbruky
- 178. Comrade Grace U. Uzembe
- 179. Comrade Rita Danjuma

RIVERS STATE COUNCIL - 5 DELEGATES

- 180. Comrade Tobins Tamunoiminabo
- 181. Comrade Adebajo Opeyemi
- 182. Comrade Fred Edward
- 183. Comrade Joy Tonye
- 184. Comrade Baadon Burabari

SOKOTO STATE COUNCIL - 3 DELEGATES

- 185. Comrade Abdulhakim Yakubu
- 186. Comrade Abdulwahab Adamu
- 187. Comrade Usman Nasiru

TARABA STATE COUNCIL - 2 DELEGATES

- 188. Comrade Mary Francis Mandal
- 189. Comrade Ali Mustapha

YOBE STATE COUNCIL 4 DELEGATES

- 190. Comrade Abba Bukar Umar
- 191. Comrade Umar Ayuba
- 192. Comrade Yachilla Alkali
- 193. Comrade Bukar Kale Gana

ZAMFARA STATE COUNCIL - 3 DELEGATES

- 194. Comrade Sumaila Abdullahi G/Bore
- 195. Comrade Jemilu Adamu Mohammed
- 196. Comrade Aliyu Liman

NCC (NAMA) - 5 DELEGATES

- 197. Comrade Tukur M. S.A
- 198. Comrade Aibangbee Ernest
- 199. Comrade Osundiji M. Abiodun
- 200. Comrade Gabriel Erhagbe
- 201. Comrade Nnabuiife Ngozi

NCC (NOA) - 11 DELEGATES

- 202. Comrade Danladi Muhammed
- 203. Comrade Oranezu Godwin
- 204. Comrade Obioma Ochuba Sunday
- 205. Comrade Mohammed Saidu Wase
- 206. Comrade Akinwumi Abayomi Samuel
- 207. Comrade Bishir Ibrahim
- 208. Comrade Goodness Ukachi Idehai
- 209. Comrade Tijani Hyelfahura Gwary
- 210. Comrade Yosiya Waye Patari
- 211. Comrade Elkesa Galayina
- 212. Comrade Thelma Adegba

NCC NPOPC - 5 DELEGATES

- 213. Comrade Abubakar Ahmad
- 214. Comrade Paul Timothy Aba
- 215. Comrade Eden Aril Patrick
- 216. Comrade Mshelia Samson Ndama
- 217. Comrade Kabiru Bala Indabawa

NCC (SON) - 4 DELEGATES

- 218. Comrade Zaharadeen Abubakar
- 219. Comrade Yusuf Isa Abdulrahman
- 220. Comrade Edith Fiberesimi Alimi
- 221. Comrade Agyo Emmanuel Ewa

NCC (CAC) - 2 DELEGATES

- 222. Comrade Ibrahim M.I. Kirfi
- 223. Comrade Sadiq A. Shehu

NCC (NYSC) - 10 DELEGATES

- 224. Comrade Asifatu Akinkunmi Nureen
- 225. Comrade Okoye David
- 226. Comrade Mubarak Saidu Barde
- 227. Comrade Nasiru Abduraham Saleh
- 228. Comrade Shehu Dogo
- 229. Comrade Ogban Ogban
- 230. Comrade Ndagi Muhammed Abdullahi
- 231. Comrade Aderonribi Adedapo
- 232. Comrade Eddins Emmanuel
- 233. Comrade Usen Livingstone Nosakhave

NCC (NDDC) - 5 DELEGATES

- 234. Comrade John Achoreturi
- 235. Comrade Orubo Itesobo
- 236. Comrade Olawale O. Aladesoun
- 237. Comrade Oyibo Odudu Okei
- 238. Comrade Happy Omeke J.O.

NCC NICO - 4 DELEGATES

- 239. Comrade James Adediran
- 240. Comrade Ibrahim Jibrin
- 241. Comrade Lambert Nduabuku
- 242. Comrade Fatima Sulieman

NCC (ITF) - 2 DELEGATES

- 243. Comrade Daniel Mudimma
- 244. Comrade Aliyu Ahmed

NIMET - 4 DELEGATES

- 245. Comrade Awotu Simon Ayuba
- 246. Comrade Hisham Ibrahim
- 247. Comrade Timothy Ali Mshelia
- 248. Comrade Solomon Abuchi E.

NCC (NEMA) - 3 DELEGATES

- 249. Comrade Moshood Olayinka Agaba
- 250. Comrade Ibrahim Ocheja Sumaila
- 251. Comrade Muktar Lawal

NCMM - 4 DELEGATES

- 252. Comrade Adogah Angulu Abdullahi
- 253. Comrade Judson Okeke
- 254. Comrade Paschal Uba
- 255. Comrade Esther Bulus

TSAN - 2 DELEGATES

- 256. Comrade Dr. Sayeed Mohammed
- 257. Comrade Engr. Olayinka Taofeeq O.

NYC - 2 DELEGATES

- 258. Comrade Okoje Innocent Omozien
- 259. Comrade Addullahi Umar Faruk

SECRETARIAT STAFF

- 260. Comrade Kasimu Mohammed
- 261. Comrade Ayodele Damilola
- 262. Comrade Olarewaju Funmilola
- 263. Comrade Gloria Badre
- 264. Comrade Mustapha Isiaka
- 265. Comrade Jaku A. Musa
- 266. Comrade Joshua Koda
- 267. Comrade Ibrahim Sifiyanu
- 268. Comrade Eugene I.
- 269. Comrade Christopher Comfort
- 270. Comrade Abah Sunday
- 271. Comrade Stephen Yilchir
- 272. Comrade Veronica Ibrahim
- 273. Comrade Haruna Abdullahi
- 274. Comrade Blessing Audu