



NUPENG — PENGASSAN



COMMUNIQUE ISSUED AT THE END OF THE JOINT NUPENG AND PENGASSAN (NUPENGASSAN) CWC/NAC MEETING AT NAF CONFERENCE AND SUITES, ABUJA ON WEDNESDAY, JULY 11, 2018.

PREAMBLE;

The National Administrative Council (NAC) of the Nigeria Union of Petroleum and Natural Gas Workers (NUPENG) and the Central Working Committee (CWC) of the Petroleum and Natural Gas Senior Staff Association of Nigeria (PENGASSAN) met on Wednesday July 11, 2018 at the NAF Conference and Suites, Abuja, and after exhaustively deliberating on a wide range of issues affecting the Oil and Gas industry and the Nation in general, the Council-in-Session resolves as follows:

HIGH LEVEL OF INSECURITY;

The Council-in-Session is deeply disturbed about incessant violent crisis, wanton killings and destruction of properties across the nation, especially in the North Central and North East Zones of Nigeria.

The Council in Session sees the untoward incidences as serious threat to Security, National Unity and Socio-Economic growth of the Nation. They also portray Nigeria as an insecure place for lives and investments amongst the comity of nations.

The Council-in-Session calls on Government at all levels to urgently overhaul the seemingly ineffective security apparatus in their domain, and set up transparent panel of inquiry/reconciliation that will strengthen conflict-resolution mechanisms in the country and ensure justice, compensation and rehabilitation to victims of crises.

The Council in Session calls on the security agencies to concentrate on getting apt training and resources that will enhance surveillance, intelligence gathering and processing in order to properly tackle insecurity in the country.

The Council in Session calls on the Federal Government to confer a National Merit Award on 83 year old Imam, Alhaji Abubakar Abdullahi, a Muslim cleric in Plateau State, who heroically and patriotically saved about 500 Christians during an attack by terrorists in the state.

2019 ELECTION YEAR;

As the nation gears up towards the 2019 General Elections, the Council in Session expresses deep concerns over the excessive over-heating of the polity by politicians through their utterances and actions. This is creating uneasiness among the citizenry and within the international community.

The Council in Session therefore urges politicians to eschew violence and divisive politics but promote virtues that will entrench a strong, united and virile Nigeria.

The Council in Session calls on the Independent National Electoral Commission (INEC) to discharge its statutory responsibilities of conducting, credible, transparent, free and fair elections in 2019.

UNEMPLOYMENT AND INDECENT EMPLOYMENT;

The Council in Session is deeply saddened by the high level of unemployment in the country, especially as employers use it as an opportunity to treat workers as slaves by denying them their basic rights and necessary opportunities for career growth and development. The result of this is a country full of graduates engaging in criminal activities and available for illegal migrations to Libya, Europe, America and other parts of the world.

The Council-in-Session strongly condemns the current practices by employers of labour in the Oil and Gas industry operating in Nigeria over direct permanent jobs placement for middle to lower level cadre. Consequently, it demands an urgent review of the industry's employment policies and urges the Government to mandate every Oil and Gas Company in Nigeria to employ Nigerians as direct permanent staff to fill up a minimum 50 per cent of their middle and junior cadres.

The Council in Session also condemns the plan to reduce the personnel cost of Government agencies, namely, Department of Petroleum Resources (DPR), Petroleum Products Pricing Regulatory Agencies (PPPRA), Nigeria Nuclear Regulatory Agency (NNRA), Petroleum Training Institute (PTI) and the Nigerian Content Development Monitoring Board (NCDMB) by the National Income, Wages and Salaries Commission (NIWSC), noting that this will create serious disincentive and eventually lead to job loss by Nigerian workers in these organisations.

The Council in Session demands that reduction/removal in personnel cost of these agencies should not be done without recourse to the extant labour laws with specific regards to the Collective Bargaining Agreements (CBAs) between the unions and the Federal Government.

CONTRACT & CASUAL STAFFING;

The Council-in-Session observes with dismay the bastardisation of contract

staffing practice in Nigeria and notes that the global best practices of contract staffing have been jettisoned by employers of labour in the Oil and Gas sector. The Council therefore calls on the Federal Government and the industry's regulatory Agencies to refer to the provisions of the law in the Guidelines on the Labour Contract Employment and call the employers to order. **WE DEMAND THE IMMEDIATE RECONSTITUTION OF THE COMMITTEE SET UP UNDER THE LEADERSHIP OF LATE BARRISTER JAMES OCHOLI, FORMER MINISTER OF STATE FOR LABOUR AND PRODUCTIVITY TO REVIEW THE EXISTING GUIDELINES.**

ANTI-LABOUR POSTURE OF INDIGENOUS COMPANIES AND IOCS;

The Council in Session condemns the increasing impunity and anti-labour tendencies of most companies in the nation's Oil and Gas industry.

The Council in Session demands the establishment of a special Mediation/Conciliation Unit comprising of experts from the DPR, NAPIMS, NCDMB and other relevant agencies to apprehend industrial conflicts/labour disputes before it escalates to any form of Industrial actions.

The Council in Session identifies the following companies for their notoriety for anti-labour postures and activities:

- Sale of Petrobras Assets without resolving labour issues.
- AITEO/SEPLAT/Forte Oil
- Nestoil/NECONDE
- ExxonMobil
- BRITANIA-U NIGERIALIMITED
- ARCO
- Oil Data Wireless Limited
- ENG Rypac Limited
- Jemmtek Resources Limited
- Amber Resources Labour Contractors
- Midis Energy Services Limited
- CKS Environmental Services Limited
- NAOC Service Contract
- Tecon Oil Services

STATE OF THE ROADS;

The Council in Session consequently commends the current efforts of the Federal Government towards improving the state of the roads in the country by awarding contracts for the repair of Apapa-Wharf Road, Mokwa-Jebba Road and Lagos-Ibadan Expressway, Shagamu-Mosimi-Ikorodu Road, Warri Refinery- Shaguolo road, among others.

However, the Council-in-Session calls on the Government to urgently ensure that the contractors are mobilised to resume work immediately on site.

THE NATION'S REFINERIES;

The Council-in-Session commends the NNPC Management under the leadership of the Group Managing Director, Dr. Maikanti Baru for the regular availability of petroleum products across the country and the rehabilitation of damaged and ruptured pipelines as well as the revival of various strategic depots across the country namely, Mosimi Depot, Ore depot, Aba Depot, Ibadan Depot and Enugu Depot.

The Council however decries the poor state of the Nation's refineries in Port Harcourt, Warri and Kaduna due to lack of periodic Turn Around Maintenance (TAM).

The Council-in-Session also commends the NNPC management for their committed effort in their discussions with consortiums on the rehabilitation of the refineries so as to reduce the level of fuel importation. The Council-in-Session encourages the NNPC Management to ensure implementation of the Memorandum of Understanding (MOU's), while other investors should be encouraged to be actively involved in local refining of petroleum products.

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