

## Who can bring cases before the Court?

- Employer(s) of labour;
- Employee (s);
- Body(ies) of employers of labour;
- Trade union (s);
- Labour union(s);
- Member (s) of labour or trade union(s);
- Pensioners;
- Judicial Officers;
- Public office holders;
- Political office holders;
- Victims of sexual harassment or discrimination at workplace,
- Victim of human trafficking;
- Victim of Child Abuse;
- Victims of unfair labour practice or international best practice in labour

## Powers of the Court:

The National Industrial Court has all the powers of a High Court.

It is empowered to:

- i) Confirm a judgment, an award or order made by the Court, Arbitral Tribunal or body mentioned in the matter before it;
- ii) Vary a judgment, an award or order made by the Court, tribunal or body mentioned therein;
- iii) Set aside a judgment, an award or order made by the Court , tribunal or body mentioned therein;
- iv) Order a rehearing and determination on such terms as it thinks just;
- v) Order judgment to be entered for any party;
- vi) Make a final order or other order on such terms as it may think fit to ensure the determination on the merits of the matter in dispute between the parties; and
- vii) Do anything which in the opinion of the Court is incidental or ancillary to its functions under the National dIndustrial Court Act, 2006.

## Addresses of Our Judicial Divisions:

### Abuja Division:

No 10 Port Harcourt Crescent, Off Gimbiya Street Area 11, Garki Abuja, FCT.

### Lagos Division:

No 31 Lugard Crescent, Ikoyi, Lagos

### Enugu Division:

No 6 Aguleri Street, Independence Layout, Enugu

### Kano Division:

Plot 381, New Court Road, Gyadi-Gyadi, Kano

### Maiduguri Division:

Sir Kashim Ibrahim Road, Maiduguri, Borno State.

### Jos Division:

No 34A, Ibrahim Taiwo Road, Jos Plateau State

### Ibadan Division:

Court Road, Opposite Federal High Court, Off Adeoyo-Ring Road Iyaganku GRA , Ibadan, Oyo State.

### Calabar Division

6B Akin Close State Housing Estate Calabar

### Sokoto

Along Gusau Road, Sokoto

### Yola

Kashim Ibrahim Way, Yola

### Akure

Alagbaka Estate, Along Igbaturu Road, GRA Akure

### Markurdi

Former NACB Quarters, Along Aliade Road, Markurdi

### Port Harcourt

### Kaduna



## The National Industrial Court of Nigeria.

### Our Information Brochure

#### OUR VISION

To be a specialised Superior Court of record dispensing social justice, setting standards for management and labour jurisprudence, promoting industrial peace and contributing to total economic development of Nigeria.



## Background

The National Industrial Court is a judicial institution established in 1976 vide the Trade Disputes Act (TDA) Cap 432, Law of the Federation of Nigeria(LFN) 2004. The Court became functional in 1978. The National Industrial Court Act, (NICA) 2006, re-established the National industrial Court as a superior court of record on with jurisdiction on labour and industrial relations matters.

The 1999, Constitution (Third Alteration) Act, 2011, established the Court as a superior court of record specifically and expressly under the Constitution. It has and exercises exclusive jurisdiction in civil causes and matters relating to labour; trade unions, industrial relations and matters arising from workplace, conditions of service, including health, safety, welfare of labour, employee, worker and matters incidental thereto.

The National Industrial Court also has and exercises jurisdiction and powers in criminal causes and matters arising from any cause or matter on which jurisdiction has been conferred on it.. The Court has all the powers of a High Court.

By carrying out its adjudicatory and mediatory functions, the National Industrial Court facilitates the enabling environment that engenders harmony in labour and industrial relationship for the socio-economic development of Nigeria.

The Court consists of the President of the Court and such number of Judges as may be prescribed by an Act of the National Assembly other Judges. The President and other Judges possess considerable knowledge and experience in the law and practice of industrial relations and employment conditions in Nigeria.

Apart from the adversarial process, the Court also employs Alternative Dispute Resolution (ADR) mechanism to resolve matters on which jurisdiction has been conferred on it (**except in criminal matters**).While the Court plays the mediatory and conciliatory role, parties in dispute resolve their dispute to mutually arrive at consensus decision. The decision reached through this medium is registered with the Court and regarded as decision of the Court.

The Court is empowered to enforce its judgment and to commit for contempt any person or representative of a Trade Union or employers' organization who commits any act or an omission which in the opinion of the Court constitutes contempt.

## Our Corporate Values

- ❖ Integrity,
- ❖ Transparency; and
- ❖ Fairness.

## Our Corporate Objectives

The Court aims at promoting industrial harmony through a timely, but fair resolution of disputes arising from industrial

relations in a flexible, expedient, reliable and affordable manner thereby providing the enabling environment for the nation's industrial development and economic growth.

## Our Corporate Strategy

We combine the rule of law applicable in conventional courts with speedy resolution of industrial disputes conscious of the import of economics of time on socio-economic.

## Our Corporate Strength

- Specialised knowledge of the law and practice of industrial relations and employment conditions;
- Easy access to justice with locations of many Court Divisions in all state capitals including Abuja;
- Fast-track justice delivery process in tandem with the import of time to socio-economic development;
- Power to enforce own judgments and awards

## Types of Cases

The Court is empowered to hear and resolve all-

- Disputes relating to or connected with employers and employees relationship;
- Disputes relating to or connected with environment, conditions and or terms of work;
- Disputes relating to or connected with health of workers;
- Disputes relating to or connected with safety in the workplace;
- Disputes relating to or connected with welfare of labour, employee and workers;
- Disputes relating to or connected with Factories Act, Trade Disputes Act, Trade Unions Act, Labour Act, Workmen's Compensation Act or any other Act or Law relating to labour, employment, industrial relations, workplace or any other enactment replacing the Act or Laws;
- Disputes relating to or connected with an order granted to restrain any person or body from taking part in any of the following;
  - Strike;
  - Lock-out;
  - Industrial action;
  - Conduct in contemplation or furtherance of a strike;
- Disputes relating to or connected with the interpretation and application of Human Rights as they relate to any employment, labour, industrial relations, trade unionism, employer's association or any other matter which the Court has jurisdiction to hear and determine;
- Disputes relating to or connected with minimum wage for the Federation or any part of the Federation;
- Disputes relating to or connected with unfair labour practice or international best practices in labour, employment and industrial relation matters;
- Disputes relating to or connected with discrimination or sexual harassment at workplace;
- Disputes relating to or connected with or pertaining to the application or interpretation of international labour standards;
- Disputes relating to or connected with child labour, child abuse, human trafficking, or any matter connected therewith or related thereto;

- Disputes relating to or connected with determination of question as to the interpretation and application of any-
  - collective agreement;
  - an award of made by an arbitration tribunal in respect of a trade dispute or trade union dispute;
  - award or judgment of the Court
  - Trade union dispute or employment dispute as may be recorded in the memorandum of settlement
  - Trade union constitution, the constitution of an association of employers or any association relating to employment, labour, industrial relations or work place
- Disputes relating to or connected with any personnel matter arising from any free trade zone in the Federation or any part thereof;
- Disputes relating to or connected with payment or non-payment of salaries, wages, pensions, gratuities, allowances, and benefits and any other entitlement of any employee, worker, political or public office holder, a judicial officer, or any civil or public servant in any part of the Federation and matters incidental thereto
- Disputes relating to or connected with-
  - Appeals from the decisions of the Registrar of Trade Unions, or matters relating thereto or connected therewith
  - Appeals from the decisions or recommendations of any administrative body or commission of enquiry, arising from or connected with employment, labour, trade unions or industrial relations;
  - Such other jurisdiction, civil or criminal and whether to the exclusion of any other court or not
- Disputes relating to or connected with registration of collective agreement;
- Disputes relating to or connected with or pertaining to the application of any international convention, treaty or protocol of which Nigeria has ratified, relating to labour, employment, workplace, industrial relations or matters connected therewith;
- Entertain any application for the enforcement of the award, decision, ruling or order made by any Arbitral Tribunal or Commission, or Administrative body or Board of Inquiry relating to connected with, arising from or pertaining to any matter which it has jurisdiction to entertain.

## OUR MISSION STATEMENT:

***We are entrusted with the fair, flexible and efficient resolution of labour, employment and industrial relations disputes, in order to provide harmonious relationship and conducive environment that are vital for Nigeria's socio-economic development.***