

EMPLOYMENT & CONTRACT LAWS

More than ever before, HR professionals need to be grounded in employment and contract laws. This is because of the multifaceted nature and complexity of today's workplace and the emergence of new forms of employment relationships. This is course essential for all HR practitioners and project managers.

Learning Objectives

Participants will:

- Understand the laws relating to employment contracts
- Understand the new forms of employment contracts and their legal implications
- Ensure that contracts are complete, accurate, and fair but flexible to implement
- Proactively handle employer-employee relationships
- Formulate effective HR policies that comply with Nigerian and ILO conventions
- Confidently deal with disciplinary issues
- Effectively take part in collective bargaining and manage trade union disputes

Learning Contents

- The legal system, the jurisdiction and the procedure of court and tribunal
- The contract of employment
- New forms of employment contracts and the legal implications
- Rights of employer and employee
- Vicarious liabilities of the employer

- Employers' obligation in third-party relationships e.g outsourcing
- The Nigerian labour laws and ILO conventions
- Maternity leave, sick leave, redundancy, sexual harassment
- Disciplinary process and determination of contract
- Formulating HR policies
- Developing staff handbook
- Collective bargaining and conflict resolution in the workplace
- Legal framework for the settlement of the dispute
- Negotiation skills
- Health, safety and environmental issues
- Work/life balance
- Relevant case studies and case laws

Physical	Virtual (local)	Virtual (International)
₦ 210,000.00	₦ 179,900.00	\$ 145.00

Discounts off regular fees for open programmes: 3-5 nominations – 5%

Programme also available as in-plant. Fee: Negotiable

Who Should Attend?

HR Practitioners, Line Managers, Project Managers

Dates:

February 11 – 12,

August 18 – 19,

October 14 – 15, 2026.

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- 10, Obokun Street, Off Coker Road, Ilupeju, Lagos.
- Tel.: +2348023060462,+2348033876456,+2348033014321
- info@impactconsultingng.com