

HISTORICAL BACKGROUND OF TUC

In 1976, the Federal Military Government set up a Panel to examine the structure, organization and operations of the Nigeria Trade Union Movement which was bedeviled with a lot of factions and sharply divided along ideological polarization of the cold war era. With hundreds of house unions and Labour Centres, the Military Government, at the prodding of certain unionists who had bombarded it with petitions on the need for restructuring and reform of the trade union movement, eventually set up a National Commission to examine the issue. The Commission was tasked with recommending a comprehensive restructuring of the Nigerian Trade Union movement. After a lengthy work, the Commission, under the chairmanship of Mr. Michael O. Abiodun finally submitted its report which, among others adopted the recommendations that Government should:

- Rationalise the hundreds of house unions in the country into forty-two industrial unions
- Separate industrial unions from the Senior Staff Associations
- Allow the existence of four professional associations and nine employer associations
- Recognize the existence of only one central labour organization for the 42 industrial unions only.

Government was however silent on the recommendation of M. O. Abiodun Commission's recommendation that the Senior Staff Associations could also form a Federation to serve their interests.

The implication of Government's silence on this recommendation was that Senior Staff Associations were left to operate without a central coordinating body. This translated into several disadvantages for the Senior Staff Associations and their teeming members in Nigeria. All these arrangements were given the full backing of the law in the Trade Unions Act Cap 437 of 1990 Law of Federation of Nigeria (LFN) first known as Trade Union Decree 22 of February 1978.

Emergence Of The Federation Of Senior Staff Association of Nigeria (FESSAN)

Now, following the aforementioned omission of M. O. Abiodun Commission to create a Central Labour Organisation for Senior Staff Unions, a major vacuum was created thus the Senior Staff Associations were left with no option than to form their own central body. By 1980, the Senior Staff Associations had organized themselves into a Federation known as the Federation of Senior Staff Associations of Nigeria (FESSAN). Among those who played pivotal roles in this effort were Chief Abraham Oga of the Chemical and Non-Metallic Products Senior Staff Association (CANMPSSA). Messrs G. Arogundade of the Precision, Electrical and Related Equipment Senior Staff Association (PERESSA) and Comrade F. Ifelaja of the Senior Staff Association of Communications, Transport and Corporations (SSACTAC) formerly SSAUSCGOC, among others. In the absence of official recognition by government and any form of financial support such as the type that was granted the Nigeria Labour Congress (NLC), FESSAN could not really establish its presence on the industrial relations scene in Nigeria.

The foundation laying ceremony of the permanent secretariat of the Chemical and Non-Metallic Products Senior Staff Association (CANMPSSA) in Sango Ota, Ogun State in 1985 however, provided an opportunity for the Senior Staff Associations which were all present to renew their commitment to the evolution of a strong FESSAN. Thus, on February 4, 1985, a meeting of the leadership of all the Senior Staff Associations was held at the National Secretariat of the Construction and Civil Engineering Senior Staff Association (CCESSA) at 79 Tejuosho Street, Surulere, Lagos. A Seven man Steering Committee was set up with a mandate to embark on a preparatory work for:

- The launching of FESSAN
- To prepare for the inaugural delegates conference
- To further efforts at registering FESSAN
- To raise funds for its effective take-off
- To work on the other Senior Staff Associations not yet in the fold to join the body
- To establish contacts with the Ministry of Employment, Labour and Productivity

The Committee which was headed by Engr. Femi Kila, the National President of Construction and Civil Engineering Senior Staff Association (CCESSA), worked assiduously and was able to organize the Inaugural Delegates Conference of FESSAN on the 2nd May, 1985 at the Federal Palace Hotel, Ikoyi, Lagos.

A Central Working Committee (CWC) was duly elected.

The following were members of the Committee:

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| 1. | Comrade Engr. Femi Kila | President-General |
| 2. | Comrade Mr. C.O. Nwagbara | 1 st Dep. President-Gen. |
| 3. | Comrade (Dr.) Femi Oladimeji | 2nd Dep. President-Gen |
| 4. | Comrade S. O. Sowemimo | 3rd Dep. President-Gen |
| 5. | Comrade Sola Iji | Secretary-General |
| 6. | Comrade Wale Adewuyi | Deputy Sec. Gen. |
| 7. | Comrade M. A. Babayemi | Treasurer |
| 8. | Comrade E. A. Bassey | Trustee |

EMERGENCE OF SENIOR STAFF CONSULTATIVE ASSOCIATION OF NIGERIA (SESCAN)

The Central Working Committee set about the task of registering FESSAN in earnest. At several meetings with officials of the Federal Ministry of Employment, Labour and Productivity, FESSAN officials pressed the need, feasibility and appropriateness of having the Federation, while the Ministry officials insisted that in their own opinion, the legal preconditions for establishing a Federation could not be met by the Senior Staff Associations.

Another obstacle was that the law provided for the existence of only one central labour organization in the country i.e. the Nigeria Labour Congress (NLC). The Ministry advised that the central body for the Senior Staff Associations could only be registered under the Land Perpetual Act Cap 98 of 1968 with the Federal Ministry of Internal Affairs and not under the Trade Union Act. The Ministry further advised that if that suggestion was acceptable, it would then be possible to deal with the Association on a consultative basis until all relevant legislative amendments were made. The name, Senior Staff Consultative Association of Nigeria (SESCAN) was therefore suggested and accepted.

The National Executive Council (NEC) of FESSAN met and passed a resolution adopting the new name at a meeting held on 24th April, 1986. SESCOAN was subsequently registered under the Land Perpetual Succession Act on December 12, 1986.

THE VARIOUS LEADERSHIP OR CENTRAL WORKING COMMITTEE (CWC) IN THE HISTORY OF TUC

The First Central Working Committee (1988-1991)

The first Central Working Committee (CWC) of SESCOAN under the leadership of Engr. Femi Kila had quite and eventful and challenging tenure in office. The first task the CWC had to contend with was the arrest, detention and subsequent imprisonment of eleven officials of SSAUSCGOC branch of the National Electric Power Authority (NEPA) over a strike action to protest backward government policies in the energy sector.

Having made its official position known to the authorities all to no avail, the union embarked on a strike action to draw public attention to the deplorable working conditions of NEPA equipment nationwide. Unfortunately, the Government response was to arrest eleven of these NEPA officials, arraign them before a Special Military Tribunal and jailed them. All entreaties to secure a reprieve and get the jailed workers released proved abortive as General Ibrahim Babangida in the true character of the generally draconian military junta remained adamant.

The SESCOAN leadership had to respond to the situation by mounting local and international pressures on the government as well as extending solidarity and welfare assistance to the NEPA eleven and their families until they were released on pardon in 1989.

The duration of the Engr. Femi Kila led CWC (1988 – 1991) coincided with the transition programme of the General Babangida administration with its several hiccups. Organised labour and its friends in the national labour movement mooted the idea of forming of Labour Party which would champion the interest and aspiration of labour and its allies. A labour Political Commission was formed in which the NLC and SESCOAN played prominent roles. Comrades Wole Olusanya of FOBTOB were some of the SESCOAN's representatives in the Commission. Though the Labour Party was not registered, the Commission continued to be relevant in the Social Democratic Party (SDP), one of the two parties that were eventually registered by the Babangida government.

SESCAN crossed another milestone in 1991 when the first Secretariat of SESCOAN was officially opened by Engr. Femi Kila at No. 3 Opeloyeru Street, Onipanu, Ikorodu Road, Lagos. The Secretariat made it possible for SESCOAN to acquire its own library and other necessary office equipment. Prior to this period, SESCOAN's Secretariat had been accommodated by the Construction and Civil Engineering Senior Staff Association (CCESSA) at No. 79 Tejuosho Street, Surulere, Lagos.

The Secretariat was manned by an Administrative Secretary, Comrade Daniel Uhumangho.

THE FIRST CENTRAL WORKING COMMITTEE OF SESCOAN (1988 -1991)

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| 1. | Engineer Femi Kila | President-General |
| 2. | Com. Chuba Nwagbara | 1 st Dep. President-General |
| 3. | Com. Femi Oladimeji | 2 nd Dep. President-General |
| 4. | Com. S. A. Sowemimo | 3 rd Dep. President-General |
| 5. | Com. Sola Iji | Secretary-General |
| 6. | Comrade L. Olanipekun | Dep. Secretary-General |
| 7. | Com. John Kolawole | Asst. Sec. General, Education |
| 8. | Com. M. L. Lawal | Asst. Sec. Gen, Organisation |
| 9. | Com. S. Onaghinon | Treasurer |
| 10. | Com. G. O. Tayo | Financial Secretary |
| 11. | Comrade A. Gbulie | 1 st Trustee |

SECOND CENTRAL WORKING COMMITTEE (1992 – 1997)

The Engr. Femi Kila led exco handed over to a new Central Working Committee in a National Delegates Conference held at Festac 77 Hotel, Plc, Amuwo Odofin, Lagos on April 24, 1992.

The following officials were elected:

1.	Com. S. A. Sowemimo	President-General
2.	Com. E. Chinweze	1 st Dep. President-Gen
3.	Com. H. H. Matoh	2 nd Dep. President-Gen
4.	Com. A. O. Aliyu	3 rd Dep. President-Gen
5.	Com. M. G. Dabibi	Secretary General
6.	Com. Didi Adodo	Dep. Sec. Gen. (Adm)
7.	Com. M. L. Lawal	Dep. Sec. Gen. (Org)
8.	Com. F. S. Aiyede	Asst. Sec. Gen (Org)
9.	Com. S. A. Onaghinon	Treasurer
10.	Com. M. J. Fayemi	Financial Secretary
11.	Com. G. A. Tayo	1 st Trustee
12.	Com. F. A. Olumagin	2 nd Trustee
13.	Com. H. E. R. Ozegbe	Internal Auditor

The period also coincided with the protracted political crises that accompanied the annulment of the June 12, 1993 Presidential Elections and the mass anger that greeted the unpopular action of the Babangida regime. SESCOAN, which was quite active in the Social Democratic Party (SDP), the party that won the annulled elections, became very active in the popular struggle for the validation of the mandate given to the SDP flag bearer, Chief M. K. O Abiola. It was not surprising therefore that Chief M. G. Dabibi was arrested and detained over his role in the workers strike spearheaded by his union i.e. the Petroleum and Natural Gas Senior Staff Association of Nigeria (PENGASSAN) and National Union of Petroleum and Natural Gas Employees (NUPENG). His detention was effected by the inglorious General Abacha Government that succeeded the Babangida Administration and the illegal Interim National Government (ING) of Chief Ernest Shonekan.

In spite of SESCOAN's deep involvement in the struggle for democratization of governance in Nigeria, the organization still found time to organise several training workshops for its members all over the country. SESCOAN also achieved a lot in international outreach programmes during this period as many of its officials attended several overseas training programmes.

THIRD CENTRAL WORKING COMMITTEE (1997 – 2000)

After a delay caused by the military repression of the Generals Babangida/Abacha era, the 3rd Triennial Delegates Conference of SESCOAN was held on 30th January 1997. The following officers emerged as members of the Central Working Committee (CWC).

1.	Com. Aliyu Ohindase	President-General
2.	Com. Bayo Abioye	1 st Dep. President-Gen.
3.	Com. Allen Oladunjoye	2 nd Dep. President-Gen.
4.	Com. Olodun Joseph	3 rd Dep. President-Gen.
5.	Com. H.E. R. Ozegbe	Secretary General
6.	Com. Didi Adodo	Dep. Sec. Gen. (Adm.)
7.	Com. Dele Dada	Dep. Sec. Gen. (Org)
8.	Com. Wale Adewuyi	Treasurer
9.	Com. J. A. Agunlejika	Financial Secretary
10.	Com. Lola Olanipekun	1 st Trustee
11.	Com. M. G. Dabibi	2 nd Trustee
12.	Com. Abiodun Ogunsegha	3 rd Trustee

The Aliyu Ohindase led CWC largely sustained the high profile activist image that SESCOAN had assumed under the Comrade Sowemimo led CWC. The campaign for statutory recognition and representation of SESCOAN in all relevant labour tripartite bodies reached a new pitch after the inception of the current democratic dispensation in August 20th 1999. Education and training of officers and members with the support of fraternal international labour solidarity organizations was also an important hallmark of this period. Indeed, the SESCOAN celebrated its first ever open May Day celebration in the 2000 under this tenure.

FOURTH CENTRAL WORKING COMMITTEE (2000 – 2003)

On the 13th October 2000 in the ancient town of Ijebu Ode, Ogun State, a new leadership of SESCOAN emerged with the following as CWC members

1.	Com. Shina Luwoye	President-General
2.	Com. Charles Ighalo	1 st Dep. President-Gen.

3.	Com. Isiaka Akinola	2 nd Dep. President-Gen.
4.	Com. J. O. Olodun	3 rd Dep. President-Gen.
5.	Com. S. A. Onaghinon	Secretary-General
6.	Com. Victor Oshinyemi	Treasurer
7.	Com. J. A. Kolawole	Dep. Sec. General (Adm)
8.	Com. Dele Dada	Dep. Sec. General (Org)
9.	Com. F. Aluko-Bello	Asst. Sec. Gen. (Org.)
10.	Com. T. Uwenime	Asst. Sec. Gen. (Adm.)
11.	Com. Lola Olanipekun	1 st Trustee
12.	Com. Halima Abdullahi	2 nd Trustee
13.	Com. Prince Mkpume	3 rd Trustee
14.	Com. S. B. Oke	Financial Secretary
15.	Com. Robinson Imade	Internal Auditor

Members of the CWC were sworn in at the end of the Fourth Triennial Delegates Conference of SESCO. The new CWC committed itself to fully utilize all available opportunity under the new democratic environment to gain statutory recognition and representation for SESCO as well as reposition the Association for better service to all its affiliates and for greater social relevance to the Nigeria nation.

It was to the credit of Comrade Shina Luwoye led CWC that SESCO was able to achieve greater national visibility through its pro-active efforts such that SESCO increasingly became more visible. For one, the new leadership ensured the change of name of SESCO to Trade Union Congress of Nigeria (TUC) to ensure that the body actually reflects the trade union orientation that is expected of it, rather than the consultative status it initially assigned itself or was assigned to it. This was in year 2001. The new CWC equally introduced and created branches of TUC in all the States of the Federation known as TUC State Councils.

Again, the TUC Women's Wing known as Women-in-TUC was introduced to ensure adequate representation of women in the leadership of TUC. As the Chairperson of the wing, Comrade (Mrs.) Halima Abdullahi was equally the 2nd Trustee of TUC, her Deputy, Comrade (Mrs.) Nkiru Peace Obiajulu who was also the President of SSAUSCGOC was requested to take the seat in the CWC. It is to be noted that the designation, Women-in-TUC was to be subsequently changed to TUC Women Commission in year 2004. The CWC led TUC to take part in several national strikes to protest unpopular policies especially the incessant hike in the prices of petroleum products. However, there was disagreement by some affiliates concerning the posture of TUC during the June 2003 national strike and this led some affiliates to suspend their affiliation to TUC.

These are:

1. Iron and Steel Senior Staff Association of Nigeria (ISSSAN)
2. Association of Senior Staff of Banks, Insurance and Financial Institutions (ASSBIFI)
3. Metal Product Senior Staff Association of Nigeria (MEPROSSAN)
4. National Association of Aircraft Pilots and Engineers (NAAPE)

In spite of this rancour, TUC as a group however, continue to forge ahead and remain accepted to Nigerians as a progressive and patriotic national institution. In year 2004, the Congress engaged the service of a full time Secretary General to preside over the National Secretariat of TUC such that the post became unelective.

FIFTH CENTRAL WORKING COMMITTEE

The mantle of leadership in TUC was to again change in February, 2004 when TUC held its 6th Triennial National Delegates Conference at Gateway Hotel, Abeokuta, Ogun State. A new leadership was elected and composed as follows:

1. Dr. (Mrs.) Nkiru Obiajulu SSAUSCGOC President-Gen
2. Com. (Dr.) B. Ogbeifun 1st Dep. President-Gen.
3. Com. Gabriel Babalola 2nd Dep. President-Gen.
4. Com. E. Ikpengwa 3rd Dep. President-Gen
5. Chief J.A. Kolawole Secretary General
6. Com. S. Onaghinon Esq. Treasurer
7. Com. Godfrey Oside Financial Secretary
8. Com. F.N. Brown Chairperson
9. Com. Ola Oyegoke Auditor 1
10. Com. Paul Omale Auditor 2
11. Com. S.B. Oke 1st Trustee
12. Com. Sola Akinbami 2nd Trustee
13. Com. Samuel Olaoye 3rd Trustee
14. Com. Charles Ighalo (JP) FOBT OB Ex-Officio
15. Com. Ismaila Adeyemi Social/Publicity Sec.
16. Com. Daniel Uhumangho Snr. Asst. Sec. Gen.
17. Com. Biodun Ogunade Asst. Sec. Gen. (Ind. Rel)

18. Com. Adamson Momoh Asst. Sec. Gen. (Media)

It is to be noted however that a minor "Cabinet reshuffle" took place in the CWC occasioned by the exit of Comrade Brown Ogbefun, Comrade Ismaila Adyemi and Comrade Godfrey Oside. The three were promoted to higher status in their respective places of work and the vacancies created by their absence were replaced by similarly competent new officials, namely, Comrade Yaqub Jekeri, Comrade Musa Tolly and Comrade Peter Esele. In the case of Comrade Gabriel Babalola, he was promoted from the 2nd Deputy President General to the 1st Deputy President General just as Comrade Emmanuel Ikpengwa moved up to the post of 2nd Deputy President General, thereby paving the way for Comrade Peter Esele to join the CWC as the 3rd Deputy President General. Thus, the current memberships of the CWC are as follows.

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| 1. | Dr. (Mrs.) Nkiru P. Obiajulu | President General |
| 2. | Gabriel Babalola | 1 st Dep. President Gen. |
| 3. | Emmanuel Ikepungwa | 2 nd Dep. President Gen. |
| 4. | Peter Esele | 3 rd Dep. President Gen. |
| 5. | John Kolawole | Secretary General |
| 6. | Solomon Onaghinon | Treasurer |
| 7. | Musa Tolly | Financial Secretary |
| 8. | Mrs. Florence Brown | Chairperson Women
Commission |
| 9. | Ola Oyegoke | Auditor 1 |
| 10. | Paul Omale | Auditor 2 |
| 11. | S.B. Oke | 1 st Trustee |
| 12. | Sola Akinbami | 2 nd Trustee |
| 13. | Samuel Olaoye | 3 rd Trustee |
| 14. | Yakubu Jekeri | Social/Publicity Sec. |
| 15. | Charles Ighalo, | Ex-Officio |

The new CWC led by Comrade (Mrs.) Nkiru Obiajulu has added more dynamism to the labour scene through the rugged campaign for the recognition of TUC and the overhaul of the entire labour laws of Nigeria which have been generally acknowledged as archaic. The TUC appears to have succeeded in the mission as the National Assembly eventually signed the Bill to allow for multiple central labour organisations in the country which President Olusegun Obasanjo had since passed into law. Thus, what remains is the necessary administrative work for official registration. In addition, the new CWC succeeded in securing a befitting National Secretariat for TUC, which is now at NO 338 Ikorodu Road, Idi Iroko Bus Stop, Maryland, Lagos. TUC has continued to gain national prominence and is presently represented at the National Political Reform Conference, which is aimed at improving the political infrastructures of the country and deepening its democratic process. The tenure of the present CWC will expire in year 2007 and very ambitious targets have been slated before the period. But let it be stated that the present head of the CWC, Comrade (Mrs.) Nkiru Obiajulu is the first female to head a national trade union or a central labour organization not only in Nigeria but in the entire African continent.

6TH NATIONAL ADMINISTRATIVE COUNCIL (NAC) FORMERLY CWC

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| 1. | Com. Peter Esele | President General |
| 2. | Com. Musa Toly | 1 st Deputy |
| | | President |
| 3. | Com. Sanni A.L. | 2 nd DPG |
| 4. | Com. Olawale Yusuf | 3 rd DPG |
| 5. | Com. Solomon Onaghinon | Treasurer |
| 6. | Com. John Fagite | Auditor 1 |
| 7. | Com. Thomas Kemewerigha | Auditor 2 |
| 8. | Com. J.O Rotimi | 1 st Trustee |
| 9. | Com. J.B. Ugochukwu | 2 nd Trustee |
| 10. | Com. Emmanuel Jaja | 3 rd Trustee |
| 11. | Com. (Mrs.) N.P. Obiajulu | Ex-Officio |
| 12. | Com. Gafar Mohammed | Financial Secretary |
| 13. | Com. (Mrs.) F.N. Brown | Chairperson, TUC
Women
Commission |
| 14. | Com. M.L. Lawal | Social/Publicity
Secretary |

7TH NATIONAL ADMINISTRATIVE COUNCIL (NAC) FORMERLY (CWC): This is the current NAC of TUC Nigeria.

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|----|----------------------------|-------------------------|
| 1. | Com. Peter Esele | President General |
| 2. | Com. Musa Toly | 1 st Dep. PG |
| 3. | Com. Sanni A. Lasisi | 2 nd Dep. PG |
| 4. | Com. Solomon Onaghimen | 3 rd Dep. PG |
| 5. | Com. Abdulrahman Babatunde | Treasurer |

6.	Com. Yakubu Jekeri	1 st Auditor
7.	Com. Emmanuel Jaja	2 nd Auditor
8.	Com Olawale Yusuf	1 st Trustee
9.	Com. Gafar Mohammed	2 nd Trustee
10.	Com. M.O. Akinade	3 rd Trustee
11.	Com. Augustine Etafo	Social/Publicity Secretary
12.	Com. Adesunkanmi Adetunji	Financial Secretary
13.	Com. (Mrs.) Peace Obiajulu	Ex-Officio
14.	Com. (Mrs.) Rose I. Orji-Kalu	Chairperson, Women Commission

AIMS AND OBJECTIVES OF TUC

- To organize and unite all registered Senior Staff Associations in Nigeria into a single entity.
- To secure an equitable observance of all agreements reached between TUC and all employers of labour, and among members themselves.
- To promote and support legislation in the interest of the Senior Staff Associations in Nigeria,
- To render such assistance as shall be consistent with members interest,
- To encourage the participation of members in commerce, industry, mines and agriculture at national and international levels, including the printing and publishing of the Congress' newsletters, journals, and books of any other undertaking.
- To render all possible contributions to the well being of the government and employers of labour, ensure maximum productivity and economic sufficiency,
- To promote and establish cultural cooperation and social activities,
- To pursue such other objectives as are lawful and are not inconsistent with the spirit and practice of trade unionism in Nigeria,
- To promote and encourage International fraternal relations with bodies interested in Senior Staff Associations in Nigeria,
- To undertake the education of its members through seminars, symposia, workshops, bulletins and educational pamphlets with a view to promoting the interest of Senior Staff Associations in Nigeria.

MEMBERSHIP

Presently, the Association has twenty four Senior Staff Associations affiliated to it with a membership of between 3.5 million.

SOURCES OF FUND

The Congress's source of funding is mainly through monthly subscription from its affiliates. In addition, the Congress gets technical assistance from other organizations like the ILO, the American Centre for International Labour Solidarity, the U.S. Embassy, the British High Commission, etc.

ORGANISATIONAL STRUCTURE

The Association is structured in the following model for the purpose of effective administration and operation.

A.

The Secretariat

This is made up of both staff and elected officers. The Secretary General who is also the Chief Executive of TUC heads the Secretariat and performs the following tasks:

- ❖ Run the National Secretariat of TUC,
- ❖ Prepare annual programme of action for TUC,
- ❖ Represent TUC on the advice of the National Executive Council,
- ❖ Administer, coordinate and publicise the functions of TUC as well as keep up to date Statistics in respect of affiliates.
- ❖ Guide the preparation and submission of detailed reports to the National Executive Council (NEC) and the TUC-In –Session.
- ❖ Assign employees of the TUC to their functions or jobs as described on appropriate forms and as evaluated by the National Executive Council.

The National Secretariat is presently divided into the following Departments and Units:

- ❖ Office of the Secretary General
- ❖ Department of International Relations
- ❖ Department of Organising
- ❖ Department of Industrial Relations
- ❖ Department of Media and Publicity
- ❖ Education Office
- ❖ Accounts Office
- ❖ Front Desk Office

B.

The Central Working Committee (CWC)

The Central Working Committee comprises the elected officers as well as some paid officers of the TUC. It performs the following functions:

- ❖ Executive policies and decisions of the Congress during its term of office:
- ❖ Recognise State Councils of the Congress.
- ❖ Consider and approve the reports and programmes of action of the Congress
- ❖ Keep watch on all labour/industrial development in the country and where necessary, co-ordinate industrial action.
- ❖ Keep watch on all legislation affecting labour and negotiate such legislation as necessary.
- ❖ Mediate in disputes and differences among affiliates,
- ❖ Prepare on the basis of the National Delegates Conference Planning Committees, a comprehensive report on the entire activities of the Congress for presentation to the next National Delegates Conference,
- ❖ Convene the National Delegates Conference.
- ❖ Submit to the National Delegates Conference a report of the activities of the CWC within its tenure of office.
- ❖ Publish reports of the proceedings of the National Delegates' Conferences, along with the standing orders of the National Delegates' Conferences, and publicise the operation of the National Delegates' Conference, its achievement and problems.
- ❖ Convene Special National Delegates Conference in the event of an emergency, on obtaining 75% of the votes the Committee members present.
- ❖ Assist affiliates in their bid to organise, propagate the activities of the affiliates in order to strengthen them.
- ❖ Promote common action by the Senior Staff Associations on general questions and any matter of general concern to the Senior Staff Association that may arise from time to time.

C. The National Executive Council (NEC)

- ❖ It shall consist of the Central Working Committee of TUC, President and General Secretaries of affiliates, Chairman and Secretaries of TUC State Councils and Chairperson and Secretary of the TUC Women Commission and some Secretariat staff. The National Executive Council shall meet twice in a year on dates and venues to be decided by the previous meeting. However, an extra ordinary or emergency meeting of the NEC may be summoned by the Secretary General in consultation with the President General; items for inclusion in the agenda of the NEC from whatever sources shall be forwarded to the Secretary General to reach him not later than one month before the meeting of the NEC. But the Secretary General in consultation with the President General shall have the power to determine items to be included in the agenda and in their order of priority.
- ❖ This organ directs the activities of the Congress during its term of office as the governing body in between the National Delegates Conference.

D. NATIONAL DELEGATES' CONFERENCE (NDC)

The supreme authority of the Trade Union Congress of Nigeria (TUC) is vested in the National Delegates Conference (NDC) which is composed as follows:

- a. Principled National officials
- b. Presidents and General Secretaries of affiliates unions
- c. Elected Delegates from affiliates unions who shall be represented in the following order:

Class		Number of Representatives
500	-	1000
1000	-	2000
2001	-	3000
3001	-	4000
4001	-	5000
5001	-	6000
6001	-	7000
7001	-	8000
8001	-	9000
9001	-	10,000

The system allows for additional one (1) delegate for each completed 1,000 members after the 10,000 mark.

The NDC holds triennially on a date and venue decided by the NEC. To be eligible for nomination and election as a Delegate to the Conference, candidate must come from an affiliate union in TUC that is in good financial standing up to and including the month preceding the conference. The names of nominated Delegates be forwarded to the Secretary General of TUC not later than one month before the conference.

Voting at the Conference shall be by secret ballot. Only Principal National Officers, Presidents and General Secretaries and elected Delegates from affiliates can vote at the conference.

Chairmen and Secretaries of State Councils of Tuc who are not elected as Delegates from the affiliates shall attend the Delegates Conference with all the rights and privileges of elected Delegates, but without voting rights.

A special Delegates Conference may however be held at such time and place as may be decided by a resolution of a simple majority of the National Executive Council (NEC). The National Executive Council shall have powers to deal summarily with any complaints arising from the composition of the Delegates to the Conference. Although, each affiliate constitute constituency for purpose of electing Delegates to the Conference.

The President General presides over the Conference and his/her absence, the Deputy Presidents General or any person appointed by majority of the Delegates present and voting. The National Delegates Conference elects members of the Central Working Committee (CWC) of TUC.

E. STATE COUNCIL (TUC STATE COUNCILS)

In line with rule 10 of the Constitution of TUC Nigeria, "The Congress shall have State Councils in all the States of the Federation including the Federal Capital Territory (Abuja)." The State Councils are responsible for overseeing the activities and programmes of TUC in their respective states. Below are the composition and function of the State Councils as provided by the TUC Constitution:

1. Composition of the TUC State Council:

(a) Each state council shall be composed of executive representatives of the affiliates in the state in compliance with Rule 6(1). It shall have an Executive Council, which shall be elected from among itself and shall be composed of the following officers provided that each affiliate may not hold more than one position:

- i. Chairman
- ii. Vice Chairman
- iii. A Secretary (an employee of the TUC or of an affiliate or
- iv. Member of an affiliate).
- v. Two Assistant secretaries elected from affiliate unions
- vi. Treasurer
- vii. Financial Secretary
- viii. Publicity Secretary
- ix. Auditor

(b) The list of officers may be increased provided that it is not more than ten officers.

2. Functions of the State Council:

A State Council of the TUC shall carryout the following functions:

- i. Transact the business of the TUC at the State levels as guided by the CWC.
- ii. Monitor all industrial developments in the state.
- iii. Perform whatever additional duties that may be assigned to it from time to time by the affiliates in the state collectively and the Central Working Committee.
- iv. Serve as effective link between the affiliates in its area of jurisdiction.
- v. Ensure that the Congress policies are widely known, understood and implemented and generally strengthen the Congress within its jurisdiction.
- vi. Encourage women's participation m trade unionism by Creating Women's wing under the supervision of the state council.
- vii. The State Chairman shall preside over all the meetings,including emergency ones, of the state Executive Council and General Council Meetings.

3. TUC Rivers State Executive Committee

The State Executive Committee of TUC Rivers State comprises officers of the congress who were elected at the Triennial State Delegates Conference. The currently elected members of the Rivers State Executive Council of the Trade Union Congress of Nigeria(TUC) that pilot the affairs of the umbrella body of Senior Staff Associations in Rivers State are;

Name	TUC Affiliate	Position
1.Comrade Hyginus Chika Onuegbu JP,FCA	Petroleum and Natural Gas Senior Staff Association of Nigeria(PENGASSAN)	State Chairman
2.Comrade Godpower Imoni Ph.D	Hotel and Personal Services Senior Staff Association of Nigeria(HAPSSSA)	State Vice Chairman
3.Comrade Jonas Ogundu Okere JP	Association of Senior Civil Servants of Nigeria(ASCSN)	State Secretary

4.Comrade Monday Taaba	Chemical and Non-Metallic Products Senior Staff Association (CANMPSSA)	State Assistant Secretary 1
8.Comrade Dickson Orlumeni	Construction and Civil Engineering Senior Staff Association(CCESSA)	State Assistant Secretary II
5.Comrade Chris Mbata Ph.D	NIGERIAN UNION OF PHARMACISTS, MEDICAL TECHNOLOGISTS & PROFESSION ALLIED TO MEDICINE (NUPMTPAM)	State Financial Secretary
6.Comrade Kingdom Abadi	Senior Staff Association of Communication Transport and Corporations(SSACTAC)	State Treasurer
7.Comrade Clem Onyesom	Nigerian Merchant Navy Officers and Water Transport Senior Staff Association(NMNOWTSSA)	State Auditor
8.Comrade Chikadibia George	FOOD, BEVERAGE & TOBACCO SENIOR STAFF ASSOCIATION (FOBTOB)	State Publicity Secretary
9.Comrade Sarah Ugbogbo	Air Transport Services Senior Staff Association of Nigeria (ATSSAN)	State Women Leader
10.Comrade Edward Orupabo	Immediate Past State Chairman	State Ex-Officio

4. TUC Affiliates

Below is the list of the affiliates of Trade Union Congress of Nigeria(TUC)

S/N	UNION
1.	ASSOCIATION OF SENIOR CIVIL SERVANTS OF NIGERIA (ASCSN)
2.	ASSOCIATION OF SENIOR STAFF OF BANKS, INSURANCE & FINANCIAL INSTITUTIONS (ASSBIFI)
3.	AIR TRANSPORT SERVICES SENIOR STAFF ASSOCIATION OF NIGERIA (ATSSAN)
4.	AUTOMOBILE, BOATYARDS, TRANSPORT EQUIPMENT & ALLIED SENIOR STAFF ASSOCIATION OF NIGERIA (AUTOBATE)
5.	CHEMICAL & NON-METALLIC PRODUCTS SENIOR STAFF ASOCIATION (CANMPSSA)
6.	CONSTRUCTION & CIVIL ENGINEERING SENIOR STAFF ASSOCIATION (CCESSA)
7.	FOOD, BEVERAGE & TOBACCO SENIOR STAFF ASSOCIATION (FOBTOB)
8.	HOTEL & PERSONAL SERVICES SENIOR STAFF ASSOCIATION OF NIGERIA (HAPSSSA)
9.	FOOTWEAR, LEATHER & RUBBER PRODUCTS SENIOR STAFF ASSOCIATION OF NIGERIA (FWLRPSSA)
10.	NATIONAL ASSOCIATION OF AIRCRAFT PILOTS AND ENGINEERS (NAAPE)
11.	NIGERIA MERCHANT NAVY OFFICER & WATER TRANSPORT SENIOR STAFF ASSOCIATION (NMNOWTSSA)
12.	PETROLEUM & NATURAL GAS SENIOR STAFF ASSOCIATION OF NIGERIA (PENGASSAN)
13.	PRECISION, ELECTRICAL & RELATED EQUIPMENT SENIOR STAFF ASSOCIATION (PERESSA)
14.	SHOP & DISTRIBUTIVE TRADE SENIOR STAFF ASSOCIATION (SHOPDIS)
15.	SENIOR STAFF ASSOCIATION OF COMMUNICATIONS, TRANSPORT & CORPORATIONS (SSACTAC)
16.	SENIOR STAFF ASSOCIATION OF UNIVERSITIES, TEACHING HOSPITALS, RESEARCH & ASSOCIATED INSTITUTIONS (SSAUTHRIAI)
17.	TEXTILE, GARMENTS & TAILORING SENIOR STAFF ASSOCIATION OF NIGERIA (TGTSSAN)
18.	NATIONAL ASSOCIATION OF COMMUNITY HEALTH PRACTITIONERS OF NIGERIA (NACHPN)
19.	ASSOCIATION OF PROFESSIONAL FOOTBALLERS OF NIGERIA (APFON)
20.	ACADEMIC STAFF UNION OF SECONDARY SCHOOLS (ASUSS)
21.	SENIOR STAFF ASSOCIATION OF SHIPPING,CLEARING & FORWARDING AGENCIES
22.	NIGERIAN UNION OF PHARMACISTS, MEDICAL TECHNOLOGISTS & PROFESSION ALLIED TO MEDICINE (NUPMTPAM)
23.	SENIOR STAFF ASSOCIATION OF ELECTRICITY & ALLIED COMPANIES (SSEA&AC)
24.	PULP, PAPER & PAPER PRODUCTS PRINTING & PUBLISHING SENIOR STAFF ASSOCIATION OF NIGERIA (PPAPPPSSAN)