**Annexure II: ILO Conventions ratified by Nigeria**[1]

AI Overview

Nigeria has ratified 44 total ILO conventions, consisting of 10 fundamental conventions, 2 governance conventions, and 32 technical conventions.

Overview of Ratifications

Fundamental Conventions (10 of 10): Nigeria has ratified all fundamental International Labour Organization (ILO) conventions covering key areas like forced labour, freedom of association, discrimination, and child labour. This includes C029 (Forced Labour), C087 (Freedom of Association), C098 (Right to Organise and Collective Bargaining), C100 (Equal Remuneration), C105 (Abolition of Forced Labour), C111 (Discrimination), C138 (Minimum Age), C155 (Occupational Safety and Health), C182 (Worst Forms of Child Labour), and C187 (Promotional Framework for Occupational Safety and Health)[2].

**Annexure II: ILO Conventions ratified by Nigeria**[3]

| Convention | Date | Status | Note |
|---|---|---|---|
| **C029** - Forced Labour Convention, 1930 (No. 29) | 17 Oct 1960 | In Force | |
| **C087** - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) | 17 Oct 1960 | In Force | |
| **C098** - Right to Organise and Collective Bargaining Convention, 1949 (No. 98) | 17 Oct 1960 | In Force | |
| **C100** - Equal Remuneration Convention, 1951 (No. 100) | 08 May 1974 | In Force | |
| **C105** - Abolition of Forced Labour Convention, 1957 (No. 105) | 17 Oct 1960 | In Force | |

[1] Available Online at https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:103259 as at 8/10/26

[2] See https://www.google.com/search?q=ilo+conventions+ratified+by+nigeria&biw=1366&bih=641&sca_esv=66f7cd47f33bc4e7&sxsrf=APpeQnvV2-BfInb4djHs-qIkdky4qDko4w%3A1791443165634&ei=3UDHaqihJoyEhbIP0Y68yQI&oq=ilo+conventions+&gs_lp=Egxnd3Mtd2l6LXNlcnAiEGlsbyBjb252ZW50aW9ucyAqBAgAGCcyBBAjGCcyCxAAGIAEGIoFGJECMgsQABiABBiKBRiRAjIIEAAYgAQYtAcyBRAAGIAEMgUQABiABDIFEAAYgAQyCxAAGIAEGIoFGJECMgUQABiABDIIEAAYgAQYtAdI-FpQtAlYuT1wAngBkAEEmAHLAaAByhuqAQYwLjIwLjG4AQHIAQD4AQGYAhOgApwZqAIQwgIKEAAYRxjWBBiwA8ICDRAAGIAEGIoFGEMYsAPCAgoQABiABBiKBRhDwgIHECMY6gIYJ8ICGhAAGIAEGIoFGJECGOcGGLQHGOoCGLQC2AEBwgIXEAAYgAQYigUYkQIY5wYY6gIYtALYAQHCAhAQLhiABBiKBRhDGMcBGNEDwgITEC4YgAQYigUYQxixAxjHARjRA8ICDBAAGIAEGAoYCxixA5gDEfEFgcsqoIO3FEKIBgGQBgm6BgYIARABGAGSBwYyLjE0LjOgB8W1AbIHBjAuMTQuM7gH4hjCBwYzLTE4LjHIB5YCgAgB&sclient=gws-wiz-serp as at 8/10/2026

[3] Available Online at https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:103259 as at 8/10/26

| Convention | Date | Status | Note |
|---|---|---|---|
| **C111** - Discrimination (Employment and Occupation) Convention, 1958 (No. 111) | 02 Oct 2002 | In Force | |
| **C138** - Minimum Age Convention, 1973 (No. 138)*Minimum age specified: 15 years* | 02 Oct 2002 | In Force | |
| **C155** - Occupational Safety and Health Convention, 1981 (No. 155) | 03 May 1994 | In Force | |
| **C182** - Worst Forms of Child Labour Convention, 1999 (No. 182) | 02 Oct 2002 | In Force | |
| **C187** - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) | 08 Nov 2022 | In Force | |

**Governance (Priority)**

| Convention | Date | Status | Note |
|---|---|---|---|
| **C081** - Labour Inspection Convention, 1947 (No. 81)*Excluding Part II* | 17 Oct 1960 | In Force | |
| **C144** - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) | 03 May 1994 | In Force | |

**Technical**

| Convention | Date | Status | Note |
|---|---|---|---|
| **C008** - Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8) | 16 Jun 1961 | Not in force | Abrogated Convention - By decision of the International Labour Conference at its 109th Session (2021) |
| **C009** - Placing of Seamen Convention, 1920 (No. 9) | 04 Mar 2004 | Not in force | Abrogated Convention - By decision of the International Labour Conference at its 109th Session (2021) |
| **C011** - Right of Association (Agriculture) Convention, 1921 (No. 11) | 16 Jun 1961 | In Force | |
| **C015** - Minimum Age (Trimmers and Stokers) Convention, 1921 (No. 15) | 17 Oct 1960 | Not in force | Abrogated Convention - By decision of the ILC at its 106th Session (2017) |

| Convention | Date | Status | Note |
|---|---|---|---|
| **C016** - Medical Examination of Young Persons (Sea) Convention, 1921 (No. 16) | 17 Oct 1960 | Not in force | Abrogated Convention - By decision of the International Labour Conference at its 109th Session (2021) |
| **C019** - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19) | 17 Oct 1960 | In Force | |
| **C026** - Minimum Wage-Fixing Machinery Convention, 1928 (No. 26) | 16 Jun 1961 | In Force | |
| **C032** - Protection against Accidents (Dockers) Convention (Revised), 1932 (No. 32) | 16 Jun 1961 | In Force | |
| **C045** - Underground Work (Women) Convention, 1935 (No. 45) | 17 Oct 1960 | Not in force | Abrogated Convention - By decision of the International Labour Conference at its 112th Session (2024) |
| **C050** - Recruiting of Indigenous Workers Convention, 1936 (No. 50) | 17 Oct 1960 | Not in force | Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018) |
| **C058** - Minimum Age (Sea) Convention (Revised), 1936 (No. 58) | 16 Jun 1961 | Not in force | Automatic Denunciation on 18 Jun 2014 by convention MLC, 2006 |
| **C059** - Minimum Age (Industry) Convention (Revised), 1937 (No. 59) | 16 Jun 1961 | Not in force | Automatic Denunciation on 02 Oct 2003 by convention C138 |
| **C064** - Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64) | 17 Oct 1960 | Not in force | Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018) |
| **C065** - Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65) | 17 Oct 1960 | Not in force | Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018) |
| **C088** - Employment Service Convention, 1948 (No. 88) | 16 Jun 1961 | In Force | |

| Convention | Date | Status | Note |
|---|---|---|---|
| **C094** - Labour Clauses (Public Contracts) Convention, 1949 (No. 94) | 17 Oct 1960 | In Force | |
| **C095** - Protection of Wages Convention, 1949 (No. 95) | 17 Oct 1960 | In Force | |
| **C097** - Migration for Employment Convention (Revised), 1949 (No. 97)*Has excluded the provisions of Annexes I to III* | 17 Oct 1960 | In Force | |
| **C104** - Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955 (No. 104) | 25 Oct 1962 | Not in force | Abrogated Convention - By decision of the International Labour Conference at its 107th Session (2018) |
| **C116** - Final Articles Revision Convention, 1961 (No. 116) | 27 Jun 1962 | In Force | |
| **C123** - Minimum Age (Underground Work) Convention, 1965 (No. 123)*Minimum age specified: 16 years* | 14 May 1974 | In Force | |
| **C133** - Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133) | 12 Jun 1973 | Not in force | Automatic Denunciation on 18 Jun 2014 by convention MLC, 2006 |
| **C134** - Prevention of Accidents (Seafarers) Convention, 1970 (No. 134) | 12 Jun 1973 | Not in force | Automatic Denunciation on 18 Jun 2014 by convention MLC, 2006 |
| **C137** - Dock Work Convention, 1973 (No. 137) | 22 Mar 2004 | In Force | |
| **C143** - Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) | 23 Mar 2023 | In Force | |
| **C159** - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) | 26 Aug 2010 | In Force | |
| **C178** - Labour Inspection (Seafarers) Convention, 1996 (No. 178) | 19 Aug 2004 | Not in force | Instrument not in force |
| **C179** - Recruitment and Placement of Seafarers Convention, 1996 (No. 179) | 22 Mar 2004 | Not in force | Instrument not in force |

| Convention | Date | Status | Note |
|---|---|---|---|
| **C181** - Private Employment Agencies Convention, 1997 (No. 181) | 23 Mar 2023 | In Force | |
| **C185** - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185) | 19 Aug 2004 | In Force | |
| Amendments of 2016 to the Annexes of the Convention No. 185 | 08-Jun-2017 | In Force | |
| **MLC, 2006** - Maritime Labour Convention, 2006 (MLC, 2006)*In accordance with Standard A4.5 (2) and (10), the Government has specified the following branches of social security: medical care; sickness benefit; old-age benefit; employment injury benefit; family benefit; maternity benefit and invalidity benefit.* | 18 Jun 2013 | In Force | MLC Amendments |
| **C190** - Violence and Harassment Convention, 2019 (No. 190) | 08 Nov 2022 | In Force | |

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