

# TEMPLARS

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## “...NEED FOR A MORE ROBUST LEGAL FRAMEWORK FOR EMPLOYMENT RELATIONS IN EMERGING ECONOMIES”

– Ijeoma Uju, Managing Counsel, Templars



**LONDON -- On Tuesday March 17, Ijeoma Uju, Managing Counsel at Templars, featured on a panel examining employment law landscapes in emerging economies.**

The event was a comparative law session hosted by commercial law firm, Lewis Silkin at their London Offices for the EMEA club. The session, titled *Sub-Saharan Africa: A Comparative Perspective*, focused on principal areas of employment law in three African powerhouses – Nigeria, South Africa and Kenya; analysing how each law differs from its UK equivalent, as well as providing real-world perspectives on the challenges of operating in the different jurisdictions. The other panelists present were Rosa Nduati-Mutero (Africa Legal Network, Kenya) and Ross Alcock (ENSafrica, South Africa).

Speaking about the event, Ijeoma Uju remarked “It was a very engaging experience. The session generated a lively debate and discussion on each of the key topic areas. It was particularly interesting to discover that several similarities exist in the legal framework that regulate employment relations in Africa. Remarkably, I learnt that countries like South Africa and Kenya have gone ahead to enact specific employment protection legislation; including workplace discrimination laws and legislation similar to the Transfer of Undertakings (Protection of Employment) TUPE in the UK. Though this is not yet the case in Nigeria, I am optimistic that ongoing employment legislation reviews will sooner than later provide a more robust legal framework for future employment relations.”

The EMEA Club is for HR professionals and in house lawyers with international HR and employment law responsibilities, particularly in Europe, the Middle East and Africa. It currently has over 200 members. It provides a forum for networking, training on international employment and HR matters, and sharing ideas with others who face similar challenges. The Club provides highly-regarded comparative law sessions, in which colleagues from other Lus Laboris firms visit London to deliver seminars providing an overview of local rules. The Club holds round table, Chatham House rules discussion forums at least twice a year.

**Learn more at:** <http://www.lewissilkin.com/What-We-Do/Employment/International-advice/EMEA-Club.aspx>

To contact us on this story, send an email to:  
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### About Templars:

Templars is an internationally recognized, full-service law firm with legal expertise in the Nigerian business environment. The firm's practice areas include: Energy & Projects, Finance, Corporate & Commercial, Dispute Resolution and Tax.

Templars has 9 partners, 63 lawyers, and a network of offices across Nigeria. The firm is consistently rated among the leading firms in Nigeria by global legal directories (IFLR1000, Chambers Global Guide, Legal 500) because of its breadth of experience and diverse client base.