



## **FEDERAL MINISTRY OF LABOUR AND EMPLOYMENT**

### **THE COMMUNIQUE ISSUED AT THE END OF CONCILIATION MEETING HELD ON MONDAY 29<sup>th</sup> AND TUESDAY 30<sup>th</sup> SEPTEMBER, 2025 BETWEEN THE MANAGEMENT OF DANGOTE PETROLEUM AND THE PETROLEUM AND NATURAL GAS SENIOR STAFF ASSOCIATION OF NIGERIA [PENGASSAN] AT THE INSTANCE OF THE HONOURABLE MINISTER OF LABOUR AND EMPLOYMENT**

Sequel to the Notice to stop gas supply to Dangote Petroleum Refinery and withdrawal of services by the Petroleum and Natural Gas Senior Staff Association of Nigeria [PENGASSAN], The National Security Adviser, Honourable Minister of Labour and Employment, Honourable Minister of Finance and Coordinating Minister of the Economy, Honourable Minister of Budget and Economic Planning, Honourable Minister of State for Labour and Employment, DG DSS, DG NIA, Honourable of State for Petroleum Resources [Gas] represented by Permanent Secretary, Ministry of Petroleum Resources, Permanent Secretary, Federal Ministry of Labour and Employment, Chief Executives of NMDPRA and NUPRC, representatives of NNPC held conciliation meetings with management of Dangote Group and the President and Secretary General TUC and leadership of PENGASSAN on Monday 29<sup>th</sup> and Tuesday 30<sup>th</sup> September, 2025. *MA 11/10/25.*

Whereas the leadership of PENGASSAN said that the directives given to stop the supply of gas to Dangote Petroleum and withdrawal of services was in response to the termination of appointment of over Eight Hundred members of PENGASSAN by the management of the Dangote Refinery and Petrochemical Limited, the management of Dangote Refinery and Petrochemical on the other hand, explained the reason for disengagement of the workers was as a result of the ongoing reorganization in the company.

After a lengthy discussion, the matter was resolved as follows:

- a) The Honourable Minister of Labour informed the meeting that unionisation is a right of workers in accordance with the laws of Nigeria and that this right should be respected.
- b) After examining the procedure used in the disengagement of workers, the meeting agreed that the management of Dangote Group shall immediately start the process of taking the disengaged staff to other companies within the Dangote Group, with no loss of pay.
- c) No worker will be victimised arising from their role in the impasse between Dangote and PENGASSAN.
- d) PENGASSAN agreed to start the process of calling off the strike.
- e) Both parties agreed to this understanding in good faith.

  
**Dr Mohammed Maigari Dingyadi**  
Honourable Minister of Labour and Employment