



## Olufunmilola Oyinkansola Binuyo

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### Lagos

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Olufunmilola is a Legal Director in the IPT+ and Employment practice, advising local and multinational organisations on a wide range of issues. Her expertise spans advising on employment laws in Nigeria, employment and independent contractor contracts, HR policies, disciplinary and grievance issues, termination and redundancy, industrial relations, workplace accidents, and settlement agreements.

Additionally, she specializes in brand protection, including trademark, patent, and industrial design registration, drafting and reviewing assignment and license agreements, and advising on domain name protection, trademark infringement, brand management strategies, and enforcement.

Olufunmilola also acts as an external investigator for company policy violations and breaches of employment contracts.

### Related services

[Intellectual Property and Technology](#)

[Finance and Projects](#)

### Related sectors

[Media, Sport and Entertainment](#)

### Languages spoken

English, Yoruba, French

## Experience

Experience has included advising:

- Clients on various employment matters including employment laws in Nigeria, disciplinary and grievance process, redundancy and termination of employment, industrial relations, etc.
- Clients on brand protection as well as intellectual property registration and audit.
- A foreign entity on aspects of the takeover of two record labels in Nigeria.
- The Nigerian Copyright Commission on the requisite changes and general overhaul of the previous Copyright Act with emphasis on electronic rights and digital distribution which led to the passing into law of the Copyright Act 2022.
- On intellectual property issues with the focus on copyright law in Nigeria and other jurisdictions such as UK and France. These include issues relating to piracy and working with stakeholders in the industry on tackling the issue.
- On matters relating to media, entertainment, sports, technology and intellectual property. This includes drafting agreements relating to intellectual property on music licenses and releases, sponsorship agreements, recording agreements, 360-deals, merchandise agreements, music publishing agreements, book publishing agreements and distribution agreements.
- On several matters relating to free zone enterprises, and compliance with all applicable laws.
- On contract negotiation, reviewing and drafting of various agreements such as subcontractor agreements, consultancy agreements, service agreements, collaboration agreements, employment agreements, and secondment agreements.

## Credentials

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## Professional Qualifications

- Admitted as Barrister and Solicitor of the Supreme Court of Nigeria (2004)

## Education

- Nigerian Law School, B.L. (2004)
- University of Ibadan, LL.B. (2002)

## Prior Experience

- 2023 to date, Legal Director, Olajide Oyewole LLP, DLA Piper Africa member firm in Nigeria
- 2012 to 2023, Senior Associate, Olajide Oyewole LLP, DLA Piper Africa member firm in Nigeria
- 2010 to 2012, Associate, Olajide Oyewole LLP, DLA Piper Africa member firm in Nigeria
- 2008 to 2010, Private Practice
- 2006 to 2008, Associate, Lagos-based law firm

## Memberships

- Member of the Nigerian Bar Association (NBA)
- International Bar Association
- Section of Business Law, NBA

## Insights

### [An Employer's Right to Extend Probation Period- Analysis of Ann Chiamaka Nwanguma V.Artee Industries Limited & Ors](#)

29 April 2025

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### [Frequently Asked Questions - Job Abandonment in Nigeria](#)

14 April 2025

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### [Frequently Asked Questions on Employer of Record System in Nigeria](#)

12 October 2024

As employment needs evolve in response to advancement in technology and changes in global economy, organisations are increasingly seeking flexible and efficient solutions to expand their global workforce. One of such solutions being increasingly used by organisations is the “Employer of Record” (EOR) system also referred to as “employee outsourcing” in some jurisdictions. This has emerged as a vital strategy for organisations who seek to navigate the complexities of international hiring, compliance with local laws, tax and payroll management, etc. One of the major benefits of hiring through an EOR is that it removes the regulatory obstacles in the process of international employment. As a result, the EOR model is becoming an essential tool for businesses aiming to maintain agility and competitiveness in a global market.

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### [Expatriate Employment Levy](#)

27 March 2024

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### [Frequently Asked Questions - Employee Leave In Nigeria](#)

29 January 2024

