

International
Labour
Organization



The ILO in Nigeria

Nigeria and decent work



Nigeria is the largest economy in Africa, with high economic potential due to the size of its domestic market, as well as its human and natural resources.

The economy recorded an average GDP growth of 5.7% per annum between 2010 and 2014, the official unemployment rate for the working age population is 7.5%. Unemployment in Nigeria is largely attributed to the phenomena of jobless growth, increased number of school graduates with no matching job opportunities, a freeze in employment in many public and private sector institutions and continued job losses in the manufacturing and oil sectors.

Although progress has been made in reducing the levels of insecurity in the country, Boko Haram remains a threat in the North East. As a consequence, millions of persons have been displaced and therefore require assistance. There has been destruction of infrastructure along with the loss of lives and impoverishment in this region.

Nigeria is an ILO member since 1960 and **has ratified 40 international labour Conventions**.

The **Nigeria Decent Work Country Programme (DWCP) 2015-2018** provides a framework for the ILO constituents in Nigeria to collaborate with various public and private sector stakeholders with technical assistance from the ILO. It is aligned with the national development priorities and the **UN Development Assistance Framework (UNDAF 2014-2017)** in Nigeria.

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Tripartite constituents

Government: Federal Ministry of Labour and Employment

Employers' organizations: Nigeria Employers' Consultative Association (NECA)

Workers' organizations: Nigeria Labour Congress (NLC), Trade Union Congress (TUC)

Find out more

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The Decent Work Country Programme priorities are

- 1 Promoting job-rich growth and employment promotion
- 2 Extending the scope of social protection coverage
- 3 Strengthening the capacities of government and social partners for effective social dialogue and tripartism

Key challenges

- **43.3%** of the youth (15-24 years) is either unemployed or underemployed
- Literacy rate for males is **58%, 41%** for females.
- Nigeria has the 2nd largest HIV epidemic in the world with **4%** prevalence, (**4.6%** among women).

Main actions and key results

Promoting employment and income generation opportunities for youth and women through coherent policies on employment and economic growth

Nigeria developed the National Action Plan on Employment Creation 2009 – 2020. The action plan highlights the major activities that need to be undertaken in the eleven key sectors

of the Nigerian economy to meet unemployment challenges. Furthermore, with ILO support, the Government of Nigeria is reviewing the National Employment Policy in order to address the contem-

porary issues in employment creation and the policy aims to harmonise the different strategies of the government in addressing unemployment challenges.

Eliminating the worst forms of child labour through support for education and skills development

Nigeria has approximately 15 million children under the age of 14 working across the country. The ILO supported the Nigerian Government, workers and employers associations and other relevant stakeholders to develop a National Policy on Child labour, its action plan and the national Hazardous Child Labour list.

In a pilot project, the ILO reached out to a total number of **779 children**, who were in or at high risk of child labour with prevention, withdrawal and protection services.

628 children were enrolled into formal schools and provided with school uniforms, sandals, notebooks, school bags and text books. One major strategy to facilitate the educational support to

the identified children was the establishment of street schools.

A total number of **151 children (ages 15-17) received vocational training** and were provided appropriate start-up kits. ILO also collaborated with the National Agency for the Prohibition of Trafficking in Persons (NAPTIP) and other related matters to rescue and support Child

Labourers. The NAPTIP, through collaboration with the ILO, recorded 19 arrests of suspected child traffickers. A total of **326 families**, of the identified children, received support for the improvement of their subsistence means. They were provided with training sessions on business management and start-up equipment/products.



Promoting good governance of Labour Migration

The ILO supported the establishment of the International Labour Migration Desk (ILMD) at the Nigerian Federal Ministry of Labour and Employment through the provision of equipment and capacity building for the staff. Upon request from the Government, the ILO and IOM provided the technical and

financial support for the development of the Labour Migration Policy and this has placed Nigeria as one of the few countries not only in Economic Community for West African States (ECOWAS) but on the African continent that has a standalone labour migration policy. The collaboration between the

ILO and IOM in the preparation and finalisation of the policy was exemplary as the two organizations came together to use their distinct but complementary competencies in the subject area to provide the needed technical support to the Government and social partners.

Strengthening HIV prevention and social protection programmes in the world of work



Nigeria has the second highest HIV epidemic in the world. The ILO therefore supports the government and its social partners to address the issues

of HIV and AIDS in the workplace. In this regard, an enabling legal and policy environment was established through the development of an **HIV anti-discrimina-**

tion Bill which has been signed in to law. In addition a National workplace policy on HIV/AIDS, its implementation guideline and National Action Plan were developed and the main thrust is the promotion of a non- discriminatory workplace environment.

Over 150 workplace actors (Government, Employers, Workers, Civil society, NGOs) have acquired knowledge and skills on how to develop and implement HIV and AIDS prevention workplace programmes with emphasis on the need to develop gender sensitive programmes. On this basis, over **60,000 workers were mobilized to undertake the HIV test** and know their status within the context of a broad medical screening programme.

Combatting human trafficking and forced labour

Human trafficking is a major problem in Nigeria, especially girls being trafficked mainly to Europe for sexual and labour exploitation. Hence, the ILO supported the Government of Nigeria in addressing the supply and demand side of trafficking activities. Inter-agency cooperation in the prosecution of human trafficking and related crimes between law enforcement agencies in Nigeria and Italy were strengthened. A series of capacity building workshops were conducted with labour officers, employers' organizations, members of the judiciary, the police, immigration officials, the media, private employment agencies,

trade union leaders, community-based organizations and community leaders, and trafficked victims. As a result of ILO interventions, the business association of private employment agencies adopted a new code of conduct, which for the first time created industry benchmarks on ethical behaviour which are fully in line with international and national standards. The code of conduct is now used as a legal binding document for the private employers' organizations and in the Industrial court.

A National Referral Mechanism (NRM) was set up, which is composed of relevant

government agencies such as the police, labour officers, and immigration authorities as well as representatives of civil society and this has enhanced the protection of trafficking victims. Vocational trainings and equipment for establishing small/micro scale businesses were procured and distributed to the beneficiaries. In addition, business premises/shops were leased for a period of 6 months and they were provided seed money (initial capital money) and this has prevented these victims from being re-trafficked.

Next steps

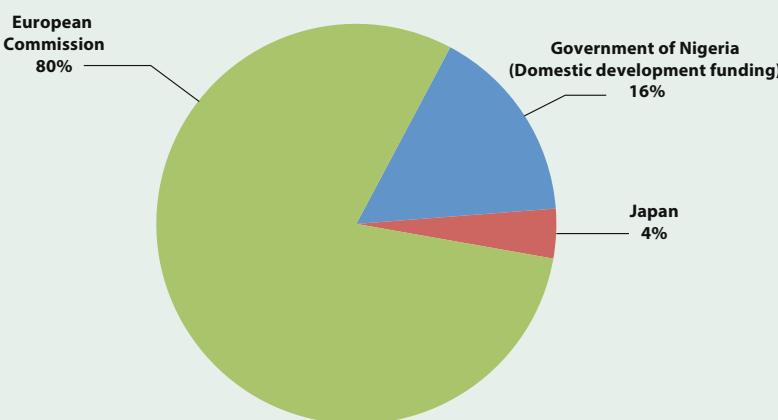
The new government which came into power in May 2015 has placed employment creation especially for the youth at the centre of its administration as it has pledged to create 3 million jobs annually. Furthermore, to address the insurgency in the north-eastern part of Nigeria, the militancy upsurge in the Niger Delta and

Nasarawa State as well as the religious and tribal-driven conflicts in Plateau, Benue and Taraba States (all of which pose a great challenge to the political and socio-economic stability of Nigeria), there is a need to create employment opportunities for the youth to enable them to be gainfully employed. Therefore, the

ILO, through its comparative advantage, will provide focused support in three key areas: job creation, social protection and fundamental principles and rights. Areas of concentration will include support to livelihoods in North-East Nigeria, Youth Employment and Skills Development.

Partnership for decent work

Major ILO resource partners in Nigeria (2010-2015)



THE ILO AND DECENT WORK — A MANDATE FOR PEACE AND SOCIAL JUSTICE

The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity.

Today, the ILO helps advance the creation of decent work and the economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress. Its tripartite structure provides a unique platform for promoting decent work for all women and men.

Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

Selected Country Programme Results for Nigeria in 2014 and 2015

COUNTRY PROGRAMME OUTCOME AND RESULTS ACHIEVED	ILO CONTRIBUTION (OUTPUTS)
Coherent policies support economic growth, employment/income generation and strengthened partnerships for decent work in Nigeria through a National Jobs Pact	
<p>The new Government of Nigeria has identified employment, income opportunities and decent work as a very important sector in its party manifesto stating that the government will create 1 million jobs per year.</p> <p>Employment and decent work is mainstreamed into the UNDAF III (2014-2015) for Nigeria.</p> <p>The revision of the National Employment Policy (NEP) is currently ongoing in consultation with the Government and the Social Partners.</p>	<ul style="list-style-type: none"> > Building capacities of the ILO's tripartite constituents, who contributed to mainstreaming employment and social protection into the UNDAF. > Background studies for the revision on the NEP. > Technical support for the revision of the NEP.
Development of workplace programmes on HIV and AIDS scaled up in selected sectors	
<p>The Federal Ministry of Labour, the Nigeria Labour Congress, the Trade Union Congress of Nigeria and the APO Mechanic Association, Isolo Motor Park Association and Alimosho Motor Park Association were supported to develop and implement 6 HIV and AIDS workplace combination programmes in Transport Service and Public Service sectors based on the National minimum prevention package for HIV and AIDS.</p> <p>Voluntary Counselling and Testing (VCT) was integrated into each of these programmes and a total of 27,710 men and women workers undertook VCT.</p>	<ul style="list-style-type: none"> > Technical and financial support to the development of each HIV workplace programme. > The capacities of 50 staff from these institutions were strengthened to better implement the HIV workplace programmes within their workplaces.
Sectoral social dialogue promotes the improvement of labour and social conditions in specific economic sectors	
<p>Nigeria ratified the Maritime Labour Convention, 2006 (MLC 2006) on 18 June 2013 and it came into force in June 2014.</p>	<ul style="list-style-type: none"> > Technical and financial support for the ratification (preparation and validation of background papers). > Participation in the National Labour Advisory Council (NLAC) meetings and provision of technical inputs and comments.
National Policy and Action Programme to Promote a rights-based Labour Migration	
<p>The Federal Ministry of Labour and Productivity of Nigeria developed a National Policy on Labour Migration which is also gender responsive. Federal Executive Council approved it in September 2014.</p>	<ul style="list-style-type: none"> > The ILO in partnership with IOM provided technical expertise for the Policy's preparation, promoting ILO Standards and Protection of Migrant Workers as main pillars of the policy; > Capacity building on labour migration of members of the tripartite Technical Working Group (TWG) and Ministry of Labour. > Some members of the TWG participated at the ITC-ILO Turin Labour Migration Academy (May 2015).
Action Programme to Strengthen the Capacity of Trade Union for effective Social Dialogue	
<p>The Nigeria Labour Congress (NLC) and the Trade Union Congress of Nigeria (TUC) contributed to the finalization of the Decent Work Country Programme (DWCP) 2015-2018 and UNDAF (2014 -2017) as members of the Technical Working Group (TWG). Both include international labour standards, particularly related to minimum wages and sectoral policies.</p>	<ul style="list-style-type: none"> > Technical and financial support provided through the organization of Rain and Harmattan (seasonal) schools.

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